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# NOTE

During 1956, as part of a research project assisted by a grant under the Department of Labour-University Research Program, a critical evaluation was made of the Index of the Labour Gazette, with particular attention to its adequacy for research.

The recommendations resulting from this study were received too late for adoption in their entirety for the compilation of this 1957 Index. Some changes, however, have been made as a result of the project. The most important for users of the Index is that in the indexing of conciliation proceedings under the Industrial Relations and Disputes Investigation Act. Formerly these were indexed under the heading "Industrial Relations and Disputes Investigation Act". Now they are listed under the names of the employers and the unions involved in the proceedings.

Further recommended changes will be adopted for the 1958 Index.

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### List of Abbreviations.

A.A.S.E.R.E.	— Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.
A.F.L.-C.I.O.	— American Federation of Labour and Congress of Industrial Organizations.
A.F.T.E.	— American Federation of Technical Engineers.
A.N.G.	— American Newspaper Guild.
A.A.E.T.D.	— Association of Atomic Energy Technicians and Draftsmen.
A.E.A.C.	— Atomic Energy Allied Council.
B.L.E.	— Brotherhood of Locomotive Engineers.
B.L.F.E.	— Brotherhood of Locomotive Firemen and Enginemen.
B.R.T.	— Brotherhood of Railroad Trainmen.
B.R.S.C.	— Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
B.S.E.I.U.	— Building Service Employees' International Union.
C.L.R.B.	— Canada Labour Relations Board.
C.A.L.D.A.	— Canadian Air Line Dispatchers' Association.
C.C.C.L.	— Canadian and Catholic Confederation of Labour.
C.A.A.L.L.	— Canadian Association of Administrators of Labour Legislation.
C.B.A.	— Canadian Bar Association.
C.B.R.E.	— Canadian Brotherhood of Railway Employees and Other Transport Workers.
C.C.C.	— Canadian Chamber of Commerce.
C.C.L.	— Canadian Congress of Labour.
C.C.A.	— Canadian Construction Association.
C.D.E.A.	— Canadian Dyno Employees' Association.
C.F.A.	— Canadian Federation of Agriculture.
C.F.U.W.	— Canadian Federation of University Women.
C.F.H.U.	— Canadian Fish Handlers' Union.
C.L.C.	— Canadian Labour Congress.
C.M.A.	— Canadian Manufacturers' Association.
C.M.S.G.	— Canadian Merchant Service Guild, Inc.
C.N.R.	— Canadian National Railways.
C.P.R.	— Canadian Pacific Railway Company.
C.S.W.U.	— Canadian Seafood Workers' Union.
C.W.A.D.T.	— Canadian Workers' Association of Dredges and Tugs.
C.M.H.C.	— Central Mortgage and Housing Corporation.
C.S.G.W.G.M.U.	— Cold Storage, Grain Workers and General Maintenance Union.
C.T.U.	— Commercial Telegraphers' Union.
C.W.A.	— Communications Workers of America.
C.B.	— Conciliation Board.
C.O.	— Conciliation Officer.
C.U.C.	— Co-operative Union of Canada.
D.B.S.	— Dominion Bureau of Statistics.
F.I.U.	— Federation of Industrial Unions.
H.R.E.	— Hotel and Restaurant Employees' and Bartenders' International Union.
I.A.P.A.	— Industrial Accident Prevention Associations of Ontario.
I.R.D.I. (Act)	— Industrial Relations and Disputes Investigation.
I.A.T.S.E.	— International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.
I.A.G.L.O.	— International Association of Governmental Labour Officials.
I.A.M.	— International Association of Machinists.
I.A.P.E.S.	— International Association of Personnel in Employment Security.
I.B.B.H.	— International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers.
I.B.B.	— International Brotherhood of Bookbinders.
I.B.E.W.	— International Brotherhood of Electrical Workers.
I.B.L.	— International Brotherhood of Longshoremen.
I.B.P.W.	— International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

List of Abbreviations.—*Con.*

I.B.T.	— International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.
I.C.F.T.U.	— International Confederation of Free Trade Unions.
I.L.O.	— International Labour Organization.
I.L.G.W.U.	— International Ladies' Garment Workers' Union.
I.L.A.	— International Longshoremen's Association.
I.L.W.U.	— International Longshoremen's and Warehousemen's Union.
I.R.B.	— International Railway Brotherhoods.
I.S.E.U.	— International Stereotypers and Electrotypers' Union of North America.
I.T.U.	— International Typographical Union.
I.U.C.E.A.	— International Union of Catholic Employers' Associations.
I.U.M.M.S.W.	— International Union of Mine, Mill and Smelter Workers.
I.U.O.E.	— International Union of Operating Engineers.
I.W.A.	— International Woodworkers of America.
J.B.H.C.P.I.U.A.	— Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America.
L.M.P.C.	— Labour-Management Production Committee.
L.P.U.	— Longshoremen's Protective Union.
N.A.B.E.T.	— National Association of Broadcast Employees and Technicians.
N.A.M.E.	— National Association of Marine Engineers of Canada, Inc.
N.C.S.L.	— National Catholic Syndicate of Longshoremen.
N.C.W.	— National Council of Women.
N.H.B.E.A.	— National Harbours Board Employees' Association.
N.H.A.	— National Housing Act.
N.I.C.B.	— National Industrial Conference Board.
N.L.R.B.	— National Labour Relations Board.
N.U.O.E.	— National Union of Operating Engineers of Canada.
N.U.P.E.	— National Union of Public Employees.
N.U.P.S.E.	— National Union of Public Service Employees.
N.F.L.	— Newfoundland Federation of Labour.
O.E.I.U.	— Office Employees' International Union.
O.C.A.W.I.U.	— Oil, Chemical and Atomic Workers International Union.
O.F.L.	— Ontario Federation of Labour.
O.P.F.L.	— Ontario Provincial Federation of Labour.
O.A.E.W.	— Ottawa Atomic Energy Workers.
P.F.L.	— Provincial Federation of Labour.
Q.F.L.	— Quebec Federation of Labour.
Q.L.R.B.	— Quebec Labour Relations Board.
R.W.D.S.U.	— Retail, Wholesale and Department Store Union.
S.I.U.	— Seafarers' International Union of North America.
S.W.U.	— Shipyard Workers' Union (Vancouver C.P.R.)
T.W.U.A.	— Textile Workers Union of America.
T.U.C.	— Trades Union Congress (British).
U.A.J.A.P.P.	— United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada.
U.A.W.	— (International Union) United Automobile, Aircraft and Agricultural Implement Workers of America.
U.B.C.J.A.	— United Brotherhood of Carpenters and Joiners of America.
U.B.W.	— (International Union) United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America.
U.E.R.M.W.A.	— United Electrical, Radio and Machine Workers of America.
U.F.W.C.	— United Fishery Workers of America.
U.M.W.	— United Mine Workers of America.
U.P.W.A.	— United Packinghouse Workers of America.
U.S.S.C.	— United States Steel Corporation.
U.S.W.A.	— United Steel Workers of America.
U.T.W.A.	— United Textile Workers of America.

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*Canadian Pacific Air Lines Ltd.*

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*Hamilton Shipping Co. Ltd.*

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*Cullen Stevedoring Company Limited*

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#### *Eastern Canada Stevedoring Company Limited*

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dispute with Local 1842: C.O. appointed, 1208.

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#### *Shipping Federation of Canada*

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#### *Terminal Warehouses Limited*

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#### *Empire Stevedoring Company Limited*

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#### *Northland Navigation Company Limited*

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#### *Shipping Federation of British Columbia*

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*Canadian Dyno Mines Limited*

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*Consolidated Denison Mines Limited*

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*Eldorado Mining and Refining Limited*

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*Faraday Uranium Mines, Limited*

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*Greyhawk Uranium Mines Limited*

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*Northspan Uranium Mines Limited*

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*Algoma Uranium Mines Limited*

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#### *Can Met Explorations Limited*

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#### *Consolidated Denison Mines Limited*

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dispute with Local 509; C.O. appointed, 1320.

**Yorkwood Shipping and Trading Company Limited:****I.B.L.**

certification application by Local 1817 on behalf of unit of longshoremen, received, 844; granted, 967.



## manpower and labour relations

### REVIEW

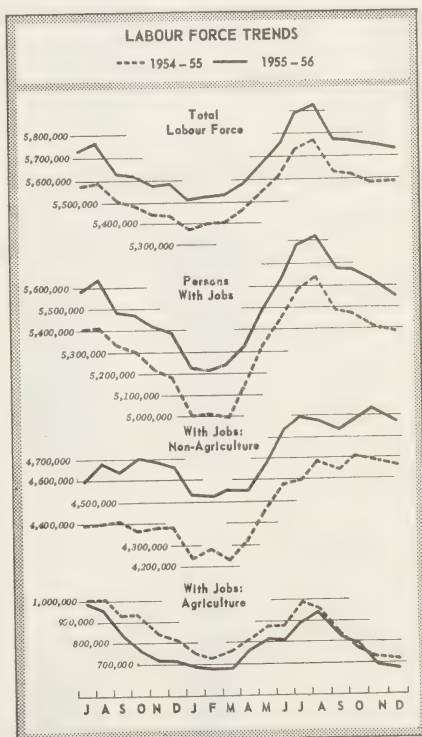
Economics and Research Branch, Department of Labour, Canada

#### Current Manpower Situation

**T**HE reduction in employment was greater than usual during December. In part this was to be expected, since good weather had enabled seasonal industries to remain active later this winter than in preceding years. Agricultural employment once again fell well below the year-earlier level. The upward trend in non-agricultural employment (apart from seasonal movements) continued until December, when a slight decline occurred. The latest figure, however, still shows a year-to-year gain of more than 4 per cent.

Persons with jobs were estimated at 5,555,000 in mid-December, some 75,000 fewer than in mid-November. This employment drop is twice as large as the declines that occurred during comparable periods in the two previous years. Reports from National Employment Service offices across the country suggest that the seasonal slackening was also greater than usual during the second half of the month.

There are a number of reasons for this halt in employment expansion. In the first place, many of the more seasonal industries experienced a prolonged upsurge in employment during the summer and autumn months. Construction employment, for example, was 40,000-50,000 higher last summer than a year earlier and the construction materials industries experienced corresponding gains. It was to be expected, therefore, that the release



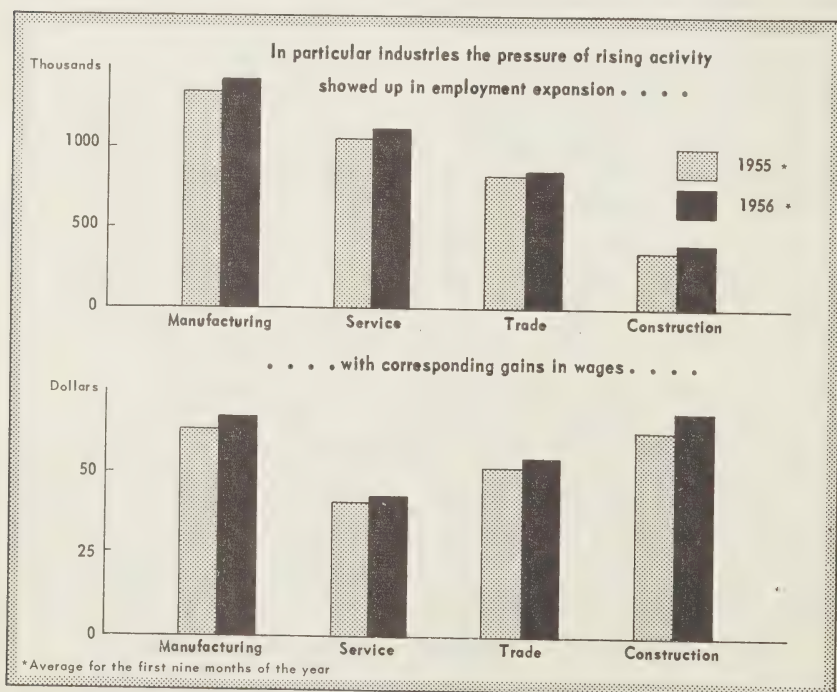
of workers would be greater with the approach of winter.

During December, the employment decline was probably also accentuated by reduced residential construction and reduced markets for forest products. In some areas of Quebec and Ontario, a great deal of temporary unemployment occurred as a result of extensive shut-downs in manufacturing over the Christmas and New Year period.

By mid-December, the estimated number of persons without jobs and seeking work rose by 51,000 to 186,000. In the same week the count of jobs registrations at offices of the National Employment Service was 314,000, an increase of 112,000 from a month earlier. In both series the rise was considerably greater than in the corresponding period in 1955.

Forestry employment in the last four months of 1956 showed a decline over the comparable period in 1955. In the first eight months of the year employment in this industry was higher than a year before. In recent months, however, there has been a reduction of cutting activity in the Quebec and Atlantic regions. Market conditions have had weakening effects on logging activity in all parts of the country.

The basic employment trend in the construction industry continued stronger than last winter despite a sharp decline in housing starts during the last quarter of the year. Industrial and engineering construction have been maintained at very high levels and on the basis of the volume of work still in progress it appears that the carry-over into 1957 will be fairly large. The rise in activity in engineering was especially rapid during 1956. For the first 11 months of the year, the value of engineering contracts awarded was higher than in 1955 by about 39 per cent. Investment in the industrial sector was about 5 per cent higher than in the

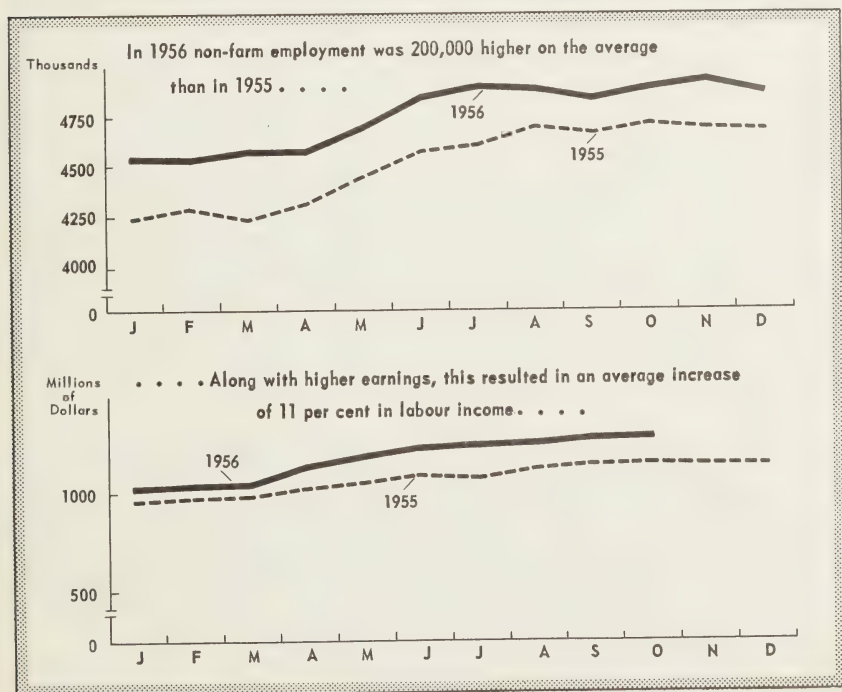


comparable period of 1955. The main stimulus behind the rise in construction during 1956 was the need for new industrial capacity, for extension of transportation and communication facilities, for more hydro-electric power and the increased demand for products such as base metals, uranium and iron ore.

## Labour Income in 1956

The increase in the gross national product during the first three quarters of 1956, a gain of 11 per cent over the same period in 1955, brought the yearly total to an estimated record \$30 billion. An important factor in this increase was the rise in consumer spending, supported in turn by gains in total personal income. Particularly noteworthy were the quarterly increases in labour income during 1956, which brought wage and salary totals to record levels. In the third quarter, labour income was about \$14.6 billions (seasonally adjusted at annual rates), more than 3 per cent higher than in the second quarter. This increase was slightly less than that which occurred in the second quarter; the gain of 5 per cent at that time was the largest quarterly increase since 1950. For the first nine months of 1956, wages and salaries were 11 per cent higher than in 1955.

Although consumer prices have risen in recent months, following the more pronounced upward trend in general price levels, they remained fairly stable during most of the first six months of 1956. Consequently the additional labour income earned during the year was for the most part a real increment in total wages and salaries.



The widespread and sizeable wage rate increases granted during 1956 contributed greatly to the rise in over-all labour income (L.G., Nov., Dec. 1956). In a sample of more than 1,000 establishments surveyed by the Department of Labour, approximately 14 per cent more granted higher wage rates in 1956 than in 1955 and larger increases in rates were more prevalent than the year before. Further confirmation of this trend may be found in a sample of collective agreements signed during the six-month period from March 31—October 1, 1956, which shows wage increases in roughly 90 per cent of the agreements involved, and no wage decreases. Approximately one-third of the total number of agreements provided for wage increases in the first and succeeding years of the agreement, the most general increase being 5-10 cents in each year of its duration. The remainder of the agreements also provide chiefly for increases of 5-10 cents but for one year only. Three-quarters of this group will be required to make new agreements after one year. These general changes in wage scales imply sustained high levels of per capita labour income this year.

The rise in total wages and salaries during the first three quarters of 1956 has in part reflected the record level of employment. The average number of paid workers rose some 240,000 above the figure for the same period in 1955, and this additional employment accounted for a little more than half the increase in labour income. The balance was largely due to gains in average earnings. At October 1, 1956, per capita weekly earnings stood at a new high of \$66.02, more than \$4 higher than at the same time the previous year. Changes in the average number of hours worked during 1956 were slight and had relatively little significance in the over-all gains made in labour income. In a few industries, notably construction, the work week was lengthened in response to manpower pressures but in most manufacturing industries average hours worked per week showed little change from a year earlier.

The increase in labour income was distributed fairly generally throughout the industrial sector of the economy. From the first to the second quarters of the year the construction and durable goods industries showed marked increases, while more moderate gains were recorded in most other industrial groups. In the third quarter, about half the increase in labour income took place in the finance and service industries, with smaller gains in the distributive manufacturing and construction industries. Total wages and salaries in the primary industries also increased, a drop in farm labour income being offset by increases in logging and mining. Altogether, the rise of about 11 per cent in total wages and salaries was generally reflected throughout the various industries, with the exception of construction, where a gain of 20 per cent was recorded.

All five regions in Canada contributed to the rise in labour income. Of the year-to-year gain in total wages and salaries for October, for example, about two-thirds were earned in Ontario and Quebec, with the Prairie, Pacific and Atlantic regions, in that order, making up the remainder. In terms of per capita income, however, the latter three regions recorded the greatest year-to-year gains. Nevertheless, wide differences existed between the various regions in average weekly wages, from a low of \$59.35 in the Atlantic to a high of \$72.38 in the Pacific.

# Labour-Management Relations

**E**XCEPT for the stoppage of railway operations on the Canadian Pacific Railway Company, the past month has been a quiet one from the point of view of labour-management relations. Collective bargaining of national importance was carried on in only a small number of industries. In some cases, settlements were achieved during the month; in others, conciliators were trying to find bases for settling differences. The amount of bargaining during 1957 is likely to be much less than in 1956 because of the large number of two-year agreements signed in the past year.

**The CPR Work Stoppage**—The strike by locomotive firemen of the Canadian Pacific Railway Company, which began January 2, ended January 11, when the Company and the Brotherhood of Locomotive Firemen agreed to a proposal put forward by the federal Government. The strike followed negotiations and conciliation that began in the spring of 1956.

The union had originally requested an increase in basic rates of 25 per cent, pay for all statutory holidays not worked and premium pay for time worked on such holidays, together with certain other changes in rules. The Company proposed that it should have the sole right to determine whether, in any case, a locomotive fireman should be used on other than steam-power locomotives. Several other changes designed to relax rules covering firemen were also proposed.

The board of conciliation began functioning in June 1956, the question of the elimination of firemen on diesel locomotives in freight and yard service being the major issue in dispute. The report of the majority of the board, signed by the Chairman and the nominee of the Company recommended that the Company should be allowed to operate diesel locomotives in freight and yard service without a fireman, on the understanding that if experience showed firemen to be necessary in some circumstances, a modification of this provision should take place in future bargaining. The report recommended further that all firemen having three years' seniority or having qualified as engineers at the time of signing of an agreement be retained by the Company. Firemen not meeting these requirements should be continued in employment as firemen for three months, after which they should be offered other employment by the Company without loss of pay, or if they chose to terminate their employment, should be given severance pay at the rate of one and one-half months for each accumulated year of service.

On the question of wages, it was recommended that, conditional on acceptance of the above recommendations, the rate should be increased by 7 per cent effective April 1, 1956, and by a further 5 per cent effective June 1, 1957, the agreement to be effective April 1, 1956, to May 31, 1958. Among other changes, the board proposed six statutory holidays with pay and premium rates for work on any of the days.

Acceptance of the report by the Company but its rejection by the union resulted in a 9-day strike of approximately 2,800 firemen and led to the layoff of more than 65,000 other railway employees.

Under the government proposal that ended the stoppage, a commission of three judges was appointed by the Government to inquire into the following matters: (1) Are firemen or firemen helpers required on diesel locomotives in freight and yard service of the Canadian Pacific Railway, including the Eastern, Prairie and Pacific regions and the Quebec Central and Dominion Atlantic railways? (2) If not, what terms and conditions, which would be fair to the firemen, to those who use the railway, to the railway company, and to its other employees, should be observed by the railway for the purpose of protecting firemen now in its employ against the consequences of the loss of such employment and seniority therein? (3) Should the provisions in the present agreements between the railway company and the brotherhood concerning "arbitraries" and the "mountain differential" be maintained, dropped or modified, and if in the opinion of the commission they should be modified, how and to what extent?

The commission is to report by October 1, 1957. Its report will not be binding on the parties.

**The Bargaining Outlook for 1957**—An examination of approximately 500 labour agreements bargained during 1956 revealed that more than 50 per cent will remain in effect for longer than one year, the bulk of them for two years. Among the important industries in which long-term agreements were negotiated in 1956 are: the railways; primary iron and steel; automobile manufacture; pulp and paper products; slaughtering and meat packing; electrical products; mining and smelting; clothing and some sections of the primary textile industry. This means that in many large units of these industries, contract negotiations will not take place during 1957.

While a substantial number of two-year agreements were negotiated in the construction industry during the past year, in many units of the industry, agreements will terminate during 1957. Other industries in which major negotiations will take place this year include west coast logging and lumbering, rubber products manufacturing, aircraft manufacturing and chemicals.

Few of the agreements effective through 1957 contain provisions permitting a re-opening of bargaining over wage rates but a large number provide for an automatic wage increase during the year. Of the longer-term agreements in the sample examined, more than 60 per cent have a provision of this nature. Wage increases of specified amounts were frequently provided, effective at the date the agreement came into force and at each anniversary date thereafter. Such wage increases, ranging in amount from 5 to 15 cents an hour, will be common this year.

**Recent Negotiations**—Following a long period of bargaining, a settlement was achieved in the last half of December by the Chrysler Corporation of Canada, Limited, and the United Automobile Workers of America. The agreement, effective for a 20-month period ending August 15, 1958, is similar in many respects to contracts signed earlier by the same union with General Motors of Canada and the Ford Motor Company of Canada. The wage provisions for the new contract call for an increase of 8 cents an hour immediately, and a further 6 cents in August 1957.

On January 14, a new agreement was reported to have been reached between Canadair Limited, Montreal, and the International Association of Machinists. More than 5,000 employees will be entitled to a wage increase of 15 cents an hour, retroactive to last October 1, and an additional 5 per cent next October 1.

Approximately 1,800 employees at plants of the American Can Company of Canada Limited at Hamilton, Simcoe, Chatham and Montreal are affected by a three-year contract negotiated by Can Workers' Federal Unions. General wage increases amounting to 25 cents an hour are spread in three stages over the term of the agreement.

During December, coal miners in Nova Scotia rejected by vote a proposed agreement between the Dominion Coal Co., Limited, and the United Mine Workers of America, District 26 (L.G., Dec. 1956, p. 1473). It is expected that the matters at issue will undergo further conciliation. Other disputes in conciliation at the time of writing included: Canadian Pacific Railway Company and the Brotherhood of Locomotive Engineers; Canadian National Steamships (West Indies) Limited and the Seafarers' International Union; Polymer Corporation, Limited, Sarnia, and the Oil, Chemical and Atomic Workers' International Union; Canadian Pacific Air Lines Limited and the International Association of Machinists; Aluminum Co. of Canada, Arvida, and a syndicate of the Canadian and Catholic Confederation of Labour; Canadian Car & Foundry Co., Limited Montreal, and the Brotherhood of Railway Carmen.

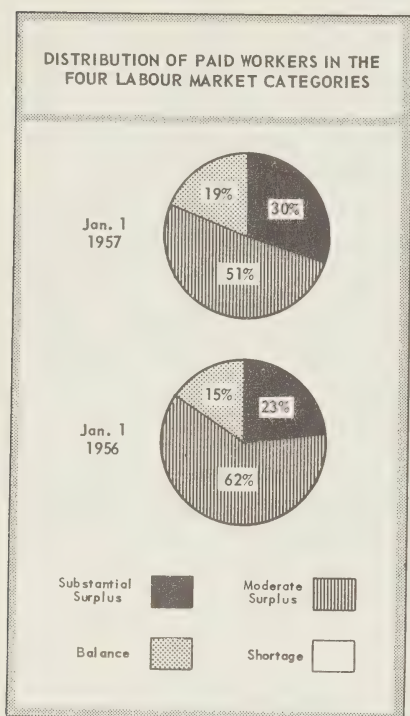
### Work Stoppages in 1956

Although the number of strikes and lockouts was greater during 1956 than in any year since 1951 and the number of workers involved was greater than in any year since 1952, the time lost was less than in any year since 1951. Many of the stoppages in 1956 were at small establishments and many were of short duration. There were 65 more stoppages in 1956 than in 1955 and 28,000 more workers involved but the time loss in man-days was 614,000 less. Preliminary figures for 1956, compared with 1955, are as follows:

	No. of Stoppages	Workers Involved	Time Loss Man-Days
1956.....	224	88,594	1,261,400
1955.....	159	60,090	1,875,400

Preliminary figures for December 1956 show 18 strikes and lockouts in existence, involving 1,513 workers in a time loss of 15,595 man-days, compared with 36 stoppages in November, involving 4,241 workers and 40,860 man-days. In December 1955, there were 15 stoppages involving 17,720 workers in a time loss of 340,410 man-days.

# Manpower Situation in Local Areas



**OUTDOOR** work was sharply curtailed during December, following a prolonged season of high activity. The effect of the slowdown was particularly marked during the second half of the month. Seventy-six of the 109 labour market areas surveyed were reclassified to categories denoting an increased supply of labour. These changes left 21 areas with approximately balanced demand and supply—five more than a year earlier.

The rise in unemployment was most marked in Quebec and the two coastal regions. At January 1, 1957, these regions accounted for all but one of the substantial labour surplus areas. The Ontario and Prairie regions, on the other hand, showed continued strength compared with other parts of the country. All but one of the 21 areas in the balanced category were in these regions.

Local employment conditions were still better than a year earlier, but less so than in previous months. Registrations for employment were slightly lower than a year earlier in almost half the labour market areas surveyed. In a smaller number of areas they were considerably higher. Most of the areas with higher registrations than last year were in the Atlantic and Quebec regions, largely as a result of the downturn in logging and construction work. The areas with lower registrations than last year are mainly those in which manufacturing plays a dominant role.

Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Jan. 1 1957	Jan. 1 1956	Jan. 1 1957	Jan. 1 1956	Jan. 1 1957	Jan. 1 1956	Jan. 1 1957	Jan. 1 1956
Metropolitan	3	2	6	7	2	2	—	—
Major Industrial	7	5	16	19	4	3	—	—
Major Agricultural	2	1	9	11	3	2	—	—
Minor	21	17	24	31	12	9	—	—
Total	33	25	55	68	21	16	—	—

\*See inside back cover May 1956 *Labour Gazette*.

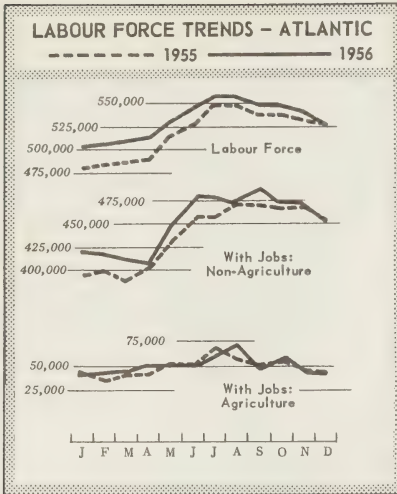
# CLASSIFICATION OF LABOUR MARKET AREAS

January 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	QUEBEC - LÉVIS ST. JOHN'S WINDSOR	CALGARY EDMONTON HAMILTON MONTREAL Vancouver - New Westminster WINNIPEG	Ottawa - Hull Toronto	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	CORNER BROOK FARNHAM - GRANDY JOLIETTE MONCTON NEW GLASGOW SHAWINIGAN FALLS TROIS-RIVIÈRES	Brantford Cornwall FORT WILLIAM - PORT ARTHUR GUELPH KITCHENER LAC ST. JEAN LONDON NIAGARA PENINSULA OSHAWA Peterborough ROUYN - VAL D'OR Saint John SARNIA SHERBROOKE Sydney Victoria	Halifax Kingston Sudbury Timmins - Kirkland Lake	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN RIVIÈRE DU LOUP	BRANDON Chatham  LETHBRIDGE MOOSE JAW NORTH BATTLEFORD PRINCE ALBERT REGINA THETFORD - MEGANTIC - ST. GEORGES YORKTON	Barrie Red Deer Saskatoon	
MINOR AREAS (labour force 10,000 - 25,000)	BATHURST BEAUHARNOIS CAMPBELLTON CENTRAL VANCOUVER ISLAND CHILLIWACK GASPÉ GRAND FALLS DRUMMONDVILLE MONTMAGNY NEWCASTLE OKANAGAN VALLEY OWEN SOUND PRINCE GEORGE RIMOUSKI SOREL STE. AGATHE - ST. JÉRÔME ST. STEPHEN SUMMERSIDE VALLEYFIELD VICTORIAVILLE YARMOUTH	BELLEVILLE - TRENTON  Brockville BRIDGEWATER CRANBROOK DAUPHIN  EDMUNDSTON FREDERICTON KAMLOOPS KENTVILLE LACHUTE - STE. THERESE LINDSAY  MEDICINE HAT NORTH BAY PEMBROKE PORTAGE LA PRAIRIE  Prince Rupert QUEBEC NORTH SHORE St. Hyacinthe ST. JEAN SWIFT CURRENT TRAIL - NELSON Turo WOODSTOCK - INGERSOLL WOODSTOCK, N.B.	Brampton Drumheller Dawson Creek Galt Goderich Listowel Sault Ste. Marie Simcoe Stratford St. Thomas Walkerton Wayburn	

← The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC



EMPLOYMENT in the Atlantic region declined sharply during December. Persons with jobs dropped to 492,000 by December 15, 1956. This was 25,000 below the figure for November 17 and 3,000 below that for the comparable date in 1955. Seasonal industries such as construction, fishing, canning and transportation were largely responsible for the decline during the month. Scattered layoffs also occurred in a number of plants because of stocktaking, year-end change-over in production and other reasons. For the first time in more than two years total employment showed a year-to-year

decline in December. Logging, lumbering and home building were principally responsible. Logging employment at the end of the month was estimated to be about one-third below the figure for a year earlier. The heavy manufacturing industries showed some year-to-year strengthening but the gains were not sufficient to entirely offset the decline in forestry employment.

Seventeen of the 21 areas in the region were reclassified during the month. At January 1, the area classification was as follows (last year's figures in brackets): in balance, 1 (0); in moderate surplus, 8 (12); in substantial surplus, 12 (9).

### Local Area Developments

**St. John's** (metropolitan). Reclassified from Group 2 to Group 1. Unemployment increased rapidly in this area as a result of seasonal slackening in construction. Layoffs were somewhat heavier during December than a year earlier owing to an earlier curtailment of activities affected by weather. Production and employment continued at a very high level at the Bell Island iron ore mines.

**Corner Brook** (major industrial). Reclassified from Group 2 to Group 1. The usual decline in seasonal industries resulted in heavy layoffs during the month. By the end of December unemployment was somewhat higher than at the same date last year because of reduced logging activity and fewer requirements for construction workers.

**New Glasgow** (major industrial). Reclassified from Group 2 to Group 1. Construction and fishing showed the usual seasonal employment declines. The railway rolling stock plant made preparations to begin work on an order for 1,000 box cars.

**Moncton** (major industrial). Reclassified from Group 2 to Group 1. Unemployment increased largely as a result of the general decline in seasonal industries and of an influx of workers from other areas. Wholesale and retail trade establishments had a busy month. Total employment was higher than a year earlier.

**Bathurst, Campbellton, Charlottetown, Grand Falls, Newcastle, St. Stephen and Yarmouth** (major agricultural and minor). Reclassified from Group 2 to Group 1.

**Bridgewater, Edmundston, Fredericton, Kentville and Woodstock** (minor). Reclassified from Group 3 to Group 2.

**Summerside** (minor). Reclassified from Group 3 to Group 1.

## QUEBEC

A SHARP decline in construction, navigation and agricultural work reduced economic activity in Quebec during December. At mid-month persons with jobs were estimated at 1,543,000, compared with 1,582,000 a month earlier. Employment was still about 26,000 higher than a year earlier, gains in construction, transportation and most of the durable goods manufacturing industries accounting for the increase.

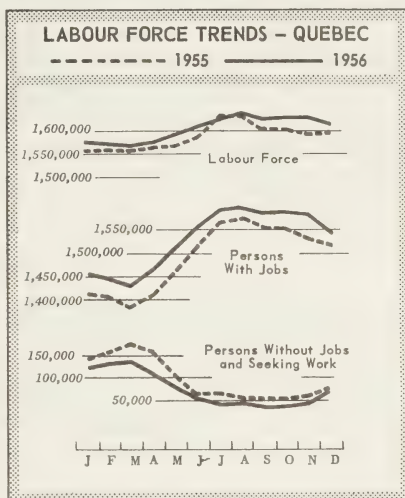
Unemployment rose more sharply than usual during the latter half of December, although it was still slightly lower than a year earlier. In some parts of the region, the

rapid rise was caused by a more complete shutdown of operations than usual between Christmas and New Year. This practice was quite general in textile and clothing firms in the Eastern Townships and caused unemployment to be substantially higher than a year earlier in a number of areas. There was also a marked drop in pulp-cutting employment in some areas, although the demand for bushworkers was still strong in the Quebec North Shore, Gaspé and La Tuque areas. Many areas in the region were also affected by the fact that the high level of construction last summer resulted in the seasonal release of a correspondingly large number of construction workers. Some areas have been affected by reduced housing construction.

Almost all areas were reclassified as a result of the increasing labour surpluses. At January 1, 1957, the 24 areas in the region were classified as follows (last year's figures in brackets): in moderate surplus, 9 (12); in substantial surplus, 15 (12).

### Local Area Developments

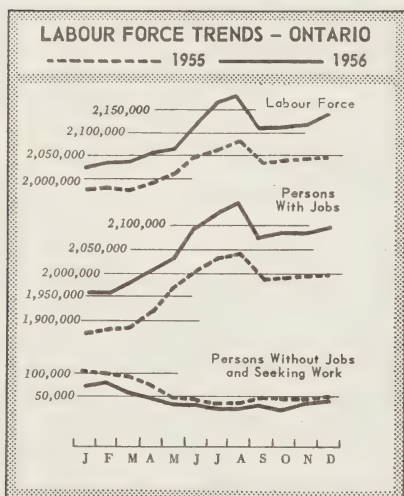
**Montreal** (metropolitan). Reclassified from Group 3 to Group 2. In most industries employment was well above the year-earlier level and the demand for labour, though sharply reduced from a month earlier, was stronger than in December 1955. Compared with last year, employment was higher in most industries, with marked gains in aircraft and electrical apparatus manufacturing, construction and transportation.



**Quebec - Lévis** (metropolitan). Reclassified from Group 2 to Group 1. Unemployment was slightly higher than last year, especially among male workers. Much of the increase was caused by the unusually large layoffs in construction. Two brickmaking plants also closed earlier than usual, with a resulting layoff of 75 men. Buoyant employment conditions still prevailed in shipbuilding, and textile and clothing firms were much busier than in past years, although several closed for two weeks during the holiday season.

**Other Areas**—All other areas in the region, except **St. Hyacinthe**, were reclassified into the moderate or substantial surplus category (see chart page 9). Among major industrial areas, the numbers registered for work at NES offices in **Joliette** and **Sherbrooke** were sharply higher than last year, largely because of a drop in construction work. In **Farnham - Granby**, on the other hand, the number registered was lower than last year mainly because of the sustained high level of production in manufacturing. Lower registrations were also reported from **Rouyn - Val d'Or** and **Lac St. Jean** because of the steady demand for miners and bushworkers in these areas.

## ONTARIO



**EMPLOYMENT** in the Ontario region increased by an estimated 11,000 between mid-November and mid-December. Non-agricultural industries accounted for the entire increase; farm employment showed a small seasonal decline. The number of persons with jobs at December 15 was estimated at 2,097,000, an increase of 103,000 over December 1955. Unemployment also increased seasonally during December as workers were laid off from construction, forestry and lake shipping jobs. In addition, some plants closed down during the Christmas holiday season for stock-taking and production adjustment.

On the other hand, there was a further increase in the trade and service occupations and the demand for skilled labour in the metalworking industries continued strong.

A seasonal decline in employment in certain areas resulted in the reclassification of 14 local labour market areas. At January 1, 1957, the 34 areas in the region were classified as follows (last year's figures in brackets): in balance, 15 (13); in moderate surplus, 17 (21); in substantial surplus, 2 (0).

### Local Area Developments

**Hamilton** (metropolitan). Reclassified from Group 3 to Group 2. A seasonal decline in construction activity and layoffs in the primary and secondary textile and automotive industries, because of changes in production

operations and extended Christmas and New Year's holidays, were chiefly responsible for the labour surplus.

**Ottawa - Hull** (metropolitan). Remained in Group 3. Employment in Ottawa continued steady, while Hull showed a seasonal decline in construction, woodworking and electrical appliances.

**Toronto** (metropolitan). Remained in Group 3. Employment in heavy industry continued strong, with tool and die makers, engineers, electricians and other skilled workers in short supply. Skilled labour was also in strong demand in other industries. There was a considerable seasonal drop in construction and some slackening in the television and radio industries, processing and light manufacturing.

**Windsor** (metropolitan). Reclassified Group 2 to Group 1. Employment declined in automotive assembly and supplier plants, partly owing to reductions in the production schedule and partly to inventory taking. In addition, there were seasonal layoffs in construction and lake shipping.

**Guelph, London and Kitchener** (major industrial). Reclassified from Group 3 to Group 2. Apart from some easing in home construction, temporary closures over the long holidays were mainly responsible for the reclassification.

**Niagara Peninsula** (major industrial). Reclassified from Group 3 to Group 2. There was a seasonal reduction in the employment of seamen, dock and grain elevator workers, following the termination of the shipping season. Seasonal layoffs also occurred in the food processing industry and in construction. Employment in other occupations remained steady.

**Oshawa** (major industrial). Reclassified from Group 3 to Group 2. Temporary closures over the long holidays and some decline in construction resulted in a slight drop in employment. The general situation remained good.

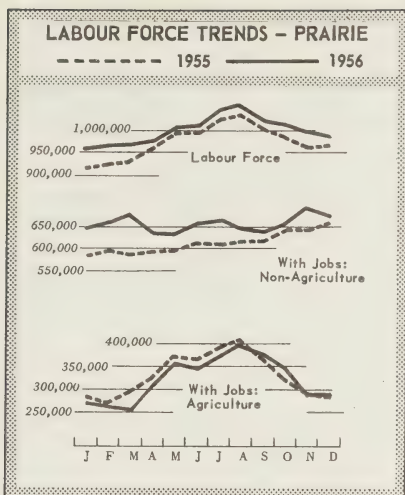
**Sarnia** (major industrial). Reclassified from Group 3 to Group 2. The closing of one firm producing auto parts and curtailment of production in another were chiefly responsible for the drop in employment. In addition, there were seasonal layoffs in lake shipping and construction.

**Belleville - Trenton, Lindsay, North Bay, Pembroke, Woodstock - Ingersoll** (minor). Reclassified from Group 3 to Group 2.

**Owen Sound** (minor). Reclassified from Group 2 to Group 1.

## PRAIRIE

A FURTHER decline in employment occurred in the Prairie region during December as the level of seasonal activity approached its annual low point. The construction industry accounted for most of the employment decline during the month, though seasonal slackening also occurred in some parts of manufacturing, trucking and water transportation. By mid-month total employment was estimated at 961,000, a drop of 21,000 from a month earlier but an increase of 23,000 from a year before. In contrast with other regions, no substantial labour surpluses had developed in any labour market area by January 1.



Fifteen areas in the region were reclassified during the month into the moderate surplus category. The situation at January 1, 1957, was as follows (last year's figures in brackets): in balance, 5 (3); in moderate surplus, 15 (17).

### Local Area Developments

**Calgary (metropolitan).** Reclassified from Group 3 to Group 2. Reductions in employment were almost entirely confined to seasonal industries. Labour demand continued strong in some occupations though the pressure eased considerably in the case of tradesmen; electricians, professional engineers, draftsmen, domestic workers, sales personnel and female office workers were reported scarce. Construction employment was maintained at a very high level during the first half of the month but fell off sharply during the second half because of extremely cold weather.

**Edmonton (metropolitan).** Reclassified from Group 3 to Group 2. The economy of this area remained very buoyant during the month despite seasonal slackening in some industries. The shortage of engineers eased somewhat but draftsmen, auto mechanics, diesel mechanics, electricians, plumbers, steamfitters and sheet metal workers continued to be scarce. Highway construction came to a close during the month but building construction remained very active. Total employment was about 12 per cent higher than a year earlier.

**Winnipeg (metropolitan).** Reclassified from Group 3 to Group 2. Employment showed the usual decline during December. The seasonal downturn in manufacturing employment occurred early in the month as a result of staff reductions in packing plants, sheet metal shops and some lines of building materials. Job opportunities for unskilled construction workers decreased sharply but skilled workers continued to be in strong demand.

**Fort William-Port Arthur (major industrial).** Reclassified from Group 3 to Group 2. The close of lake shipping and seasonal slackening in construction were principally responsible for the increase in unemployment. Deep snow hampered logging in some localities but logging employment generally was maintained at a high level.

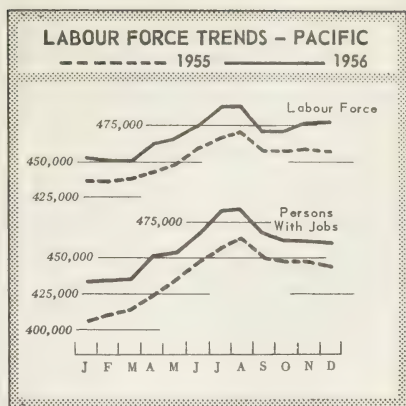
**Brandon, Lethbridge, Moose Jaw, North Battleford, Prince Albert, Regina and Yorkton (major agricultural).** Reclassified from Group 3 to Group 2.

**Dauphin, Medicine Hat, Portage La Prairie, and Swift Current (minor).** Reclassified from Group 3 to Group 2.

### PACIFIC

**EMPLOYMENT** in the Pacific region declined moderately during December. Persons with jobs were estimated at 462,000 at December 15, 1956, a decrease of 1,000 from the previous month but an increase of

18,000 from December 1955. Registrations for employment at NES offices increased slightly from the same period a year ago, largely as a result of severe weather early in the month which halted outdoor activity throughout most of the region. Layoffs were heavier than usual in the logging and related industries, where softer market conditions added to the usual seasonal decline of operations. Sawmills operated at reduced capacity and in many areas only the larger mills were active. Plywood firms and pulp and paper mills maintained capacity production, although their labour demands were light.



Outdoor operations in construction were curtailed by weather conditions; and a drop in residential construction augmented the usual seasonal surplus of construction workers. Larger mining concerns maintained production but required little additional labour. Seasonal layoffs continued in manufacturing, particularly in firms dependent on the lumber industry. Steel and sheet metal plants remained busy. A record sales volume in the Christmas trade was responsible for heavy demands for casual workers in retail stores and post offices. Labour surpluses were common in most areas, although some classes of skilled metalworkers and professional and clerical personnel remained scarce.

During the month seven areas in the region were reclassified, three from the balanced to the moderate surplus category, and four from the moderate surplus to the substantial surplus category. At January 1, 1957, classification of the ten areas in the region was the same as last year: in moderate surplus, 6; in substantial surplus, 4.

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. Further layoffs occurred in the lumbering and residential construction industries. There was a seasonal decline in manufacturing, but commercial construction, mining, shipbuilding, sheet metal plants and coastal shipping remained active. Although labour was generally in surplus, shortages existed in a few skilled and professional categories.

**Victoria** (major industrial). Remained in Group 2. Registrations for employment at the NES office rose considerably as bad weather forced early closing of logging firms. Building operations were disrupted and a surplus of construction workers developed.

**Cranbrook, Kamloops and Trail-Nelson** (minor). Reclassified from Group 3 to Group 2.

**Chilliwack, Central Vancouver Island, Okanagan Valley and Prince George** (minor). Reclassified from Group 2 to Group 1.

# Current Labour Statistics

(Latest available statistics as of January 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Dec. 15	5,741,000	- 0.4	+ 2.7
Total persons with jobs.....	Dec. 15	5,555,000	- 1.3	+ 3.1
At work 35 hours or more.....	Dec. 15	5,061,000	+ 0.7	+ 6.6
At work less than 35 hours .....	Dec. 15	373,000	-20.6	-27.2
With jobs but not at work.....	Dec. 15	121,000	-10.4	- 4.7
With jobs but on short time.....	Dec. 15	29,000	0.0	-31.0
With jobs but laid off full week.....	Dec. 15	22,000	+83.3	+22.2
Persons without jobs and seeking work	Dec. 15	186,000	+37.8	- 7.0
Persons with jobs in agriculture.....	Dec. 15	680,000	- 1.9	- 4.6
Persons with jobs in non-agriculture....	Dec. 15	4,875,000	- 1.3	+ 4.3
Total paid workers.....	Dec. 15	4,458,000	- 1.2	+ 5.4
<i>Registered for work, NES (b)</i>				
Atlantic.....	Dec. 13	43,200	+74.2	+11.6
Quebec .....	Dec. 13	90,300	+59.8	- 1.6
Ontario .....	Dec. 13	92,100	+37.9	+ 6.6
Prairie .....	Dec. 13	44,400	+68.2	-16.4
Pacific .....	Dec. 13	44,400	+59.7	+13.6
Total, all regions.....	Dec. 13	314,400	+55.5	+ 1.7
<i>Claimants for Unemployment</i>				
Insurance benefit .....	Dec. 1	215,378	+54.5	- 2.0
Amount of benefit payments .....	November	\$9,275,471	+15.0	+ 7.1
Industrial employment (1949=100) .....	Nov. 1	126.0	+ 0.1	+ 6.6
Manufacturing employment (1949=100)....	Nov. 1	118.5	- 0.1	+ 5.1
Immigration.....	1st.9mos.	110,009	-	+27.0(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	December	15,595	-	-32.7(c)
No. of workers involved .....	December	1,513	-	+47.4(c)
No. of strikes .....	December	18	-	+50.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	Nov. 1	\$66.19	+ 0.2	+ 6.8
Average hourly earnings (mfg.).....	Nov. 1	\$1.55	+ 0.9	+ 6.4
Average hours worked per week (mfg.).....	Nov. 1	41.6	+ 0.2	- 0.2
Average weekly earnings (mfg.).....	Nov. 1	\$64.36	+ 1.2	+ 6.2
Consumer price index (av. 1949=100).....	Dec. 1	120.4	+ 0.1	+ 3.0
Real weekly earnings (mfg. av. 1949=100)	Nov. 1	128.3	+ 0.8	+ 3.1
Total labour income..... \$000,000	October	1,273	+ 0.4	+12.6
<i>Industrial Production</i>				
Total (average 1935-39=100).....	October	300.0	+ 0.3	+ 5.6
Manufacturing .....	October	296.9	+ 0.3	+ 4.2
Durables .....	October	359.1	+ 1.8	+ 4.6
Non-Durables .....	October	257.1	- 1.0	+ 3.9

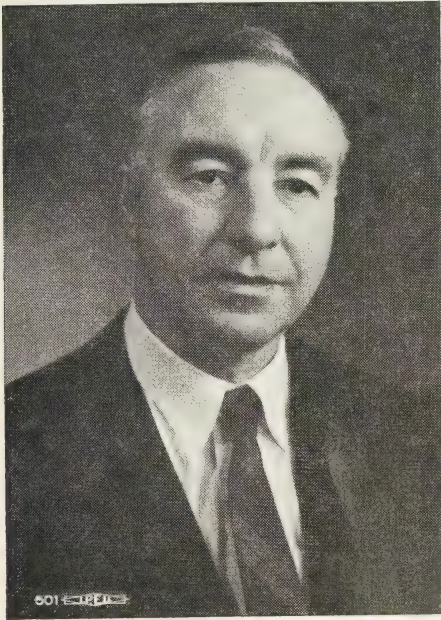
(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, May 1956 *Labour Gazette*.

(b) See inside back cover, May 1956 *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

## NOTES OF CURRENT INTEREST

### **Appointed New Director Of Industrial Relations**



The appointment of Bernard Wilson as Director of the Industrial Relations Branch, Department of Labour, was announced last month.

M. M. Maclean, CBE, who has occupied the position of Director of Industrial Relations since 1942, was in addition appointed Assistant Deputy Minister in 1951. Now, due to the increased load of departmental work in the industrial relations field, it has been considered necessary to establish the separate position of Director of Industrial Relations.

Mr. Maclean will continue to fill the position of Assistant Deputy Minister of Labour with particular responsibilities in the labour-management area of departmental activities.

Mr. Wilson holds an honours degree in Economics and Political Science from the University of Western Ontario. He entered the Department of Labour in the Economics and Research Branch in 1939 and transferred to the Industrial Relations

Branch in 1942. At the time of his promotion he was Assistant Director of the Industrial Relations Branch and Chief Executive Officer of the Canada Labour Relations Board.

Mr. Wilson has represented the Canadian Government as delegate and adviser at a number of International Labour Organization conferences and committee meetings.

### **Economics and Research Branch Has New Chief**

William R. Dymond, who had been Chief of the Manpower Analysis Division of the Department of Labour since 1951, was appointed Director of the Economics and Research Branch effective January 1. He succeeds Walter E. Duffett, whose appointment as Dominion Statistician had previously been announced (L.G., Oct. 1956, p. 1234).

Mr. Dymond holds a Master of Arts degree in Economics from the University of Toronto and a Doctor of Philosophy degree, also in Economics, from Cornell University. He entered the service of the



Department of Labour in the Economics and Research Branch in 1951, having previously been professor of economics at the University of Massachusetts. Shortly after, he was appointed Head of the Manpower Analysis Division.

During the past several years Mr. Dymond has been a sessional lecturer in labour economics at Carleton College. He has represented the Department in many discussions with governmental and non-governmental bodies interested in the general labour and manpower field.

### **Labour and Universities Join in New Committee**

A continuing committee representing universities, trade unions, and the Canadian Association for Adult Education was established last month to promote a closer working relationship between Canadian universities and organized labour.

Decision to establish a committee came at the closing session of the first national conference on labour education, held in Ottawa December 15-17 and jointly sponsored by the Canadian Labour Congress and the CAAE, and attended by 110 delegates from various organizations in the adult education field.

Those appointed to the committee were: Napoleon LeBlanc, Director, *Centre de culture populaire*, Laval University; Rev. M. J. MacKinnon, Director, Extension Department, St. Francis Xavier University; Paul Goodman, Assistant Director of Extension, University of Toronto; Stuart Jamieson, Department of Political Economy, University of British Columbia; John Frieson, Director of Extension, UBC; Max Swerdlow, Director of Education, Canadian Labour Congress; Gower Markle, Canadian Education Director, United Steelworkers of America; A. L. Hepworth, Director of Education, Canadian Brotherhood of Railway Employees and Other Transport Workers; William MacDonald, Canadian Education Director, United Automobile Workers; Fernand Jolicoeur, Director of Education, Canadian and Catholic Confederation of Labour; and Gordon Hawkins, CAAE Associate Director.

At a meeting of the committee held later, Mr. LeBlanc was elected Chairman and Mr. Swerdlow, Secretary.

The aims of the committee include providing a clearing house for information on labour education; encouraging the formation of labour-university committees in various areas; and assisting in holding regional conferences.

At the opening session, chaired by Fred Nicoll, CLC Vice-president and Chairman

of the CLC Education Committee, speakers outlined the present situation in labour education and possible trends in co-operation with universities.

CLC Executive Vice-president Gordon G. Cushing noted the change in the Canadian labour movement since the founding of the Congress last April. "Those who could and should have been a part of this Canadian labour movement in years gone by, but because of division in our ranks refrained from participating, are now looking towards membership," he said. "Again because of division in our ranks, I question whether those who have joined unions since World War II have had the labour education so necessary to build a strong organization."

"Although 15,000 people are expected to participate in the Congress educational program of weekend institutes, summer-winter schools, and staff seminars next year, this represents but 1.5 per cent of our membership," said Mr. Swerdlow. After outlining the possible fields of co-operation with other adult education groups, he suggested the establishment of a permanent advisory committee.

CAAE Associate Director Gordon Hawkins proposed a division of teaching responsibility — with unions continuing courses on day-to-day tasks and universities sponsoring labour courses in such fields as economics and international affairs. He noted the necessity of close co-operation for the effective implementation of such a program.

Dean George Curtis, Head of the Law Faculty at the University of British Columbia, said that the interest of organized labour in the general problems of education was welcomed by the universities. He suggested universities could greatly extend research in industrial relations as well as in the training of personnel.

Very Rev. Roderique Normandin, OMI, Rector of the University of Ottawa, was chairman of the luncheon at which Bert Richardson, Editor of the Toronto Telegram, outlined the function of the daily newspaper as a tool of public information.

Dr. Roby Kidd, CAAE Director, chaired a general discussion with panel members including: Rev. M. J. MacKinnon of St. Francis Xavier University, Fernand Jolicoeur of the CCCL, A. L. Hepworth of the CBRE, and Bob Coulter, Director of Extension, University of Toronto.

At the conference banquet, CLC President Claude Jodoin expressed the hope that the meeting would lead to the development of workers' educational programs which would benefit not only union members but the entire Canadian people.

Guest speaker was Joseph Mire, Executive Secretary of the Inter-University Labor Education Committee, from Madison, Wis.

"The interest of universities in labour education in the United States reflects the new status of labour in society," Mr. Mire said. "The university has to serve all groups in society. It long ago ceased to be an institution in which scholars trained future scholars. The university has a normal and natural responsibility to assist in the development of adult education—of labour education."

He cited several examples of United States university-trade union programs that had been developed to meet the specific needs of labour in a single union or area. These included evaluation of welfare plans, training of leaders for community work, and recruitment and training of teachers for labour schools.

Universities represented at the conference included: St. Francis Xavier University, Antigonish, N.S.; Mount Allison University, Sackville, N.B.; Assumption University, Windsor, Ont.; McMaster University, Hamilton, Ont.; University of Toronto; University of Western Ontario, London; Laval, Quebec City; University of Montreal; University of Alberta; Queen's University, Kingston, Ont.; and St. Patrick's College, Ottawa.

Government representation included: the Adult Education Division of the Nova Scotia Department of Education; the New Brunswick Department of Education; the Adult Education Division of the Saskatchewan Education Department; the Citizenship Branch of the Department of Citizenship and Immigration; the National Film Board; and the Canadian Broadcasting Corporation.

Participating unions were: The Canadian and Catholic Confederation of Labour, the International Woodworkers of America, the Canadian Brotherhood of Railway Employees, the United Steelworkers of America, the Amalgamated Clothing Workers of America, the International Ladies' Garment Workers, the United Packinghouse Workers, the United Rubber Workers, the National Union of Public Employees, the United Automobile Workers, the Tobacco Workers' International Union, the Brotherhood of Maintenance of Way Employees, the International Photo Engravers, the Printing Pressmen, the Retail Clerks, and the Association of Radio and Television Employees.

Other organizations represented were: the Canadian Film Institute; Frontier College; the Co-operative Union of Canada; the Workers' Educational Asso-

ciation; the Jewish Committee of Canada; the National Defence Employees' Association; the Woodsworth Memorial Foundation; the International Labour Organization; and the International Confederation of Free Trade Unions.

## ***Employers May Sponsor Immigrants in New Year***

Prospective employers will be accepted as sponsors of immigrants from the United Kingdom and Europe, "even though they are not personally acquainted with the immigrants," Immigration Minister Pickersgill has announced. He said that the Government had approved the step as a method of increasing the flow of immigrants in 1957. The new regulation went into effect January 1.

All immigrants sponsored by employers must be "suitable, desirable and adaptable and in good health; and they must, of course, be willing to accept the work offered," the Minister said. They will be eligible for assisted-passage loans from the Government.

Under present immigration regulations, persons from the United Kingdom and Europe may enter Canada without sponsors only if they fall within certain job classifications and can meet health and other standards. Otherwise they must be sponsored by a close relative until they can support themselves.

Sponsorship will be accepted from reputable employers in a position to provide year-round employment at current wages in occupations where the National Employment Service cannot satisfy the demand for workers.

Mr. Pickersgill said that immigration teams will be sent to European refugee camps this winter on an active recruiting campaign. The Government believed that there were "a good many" refugees who would be willing to come to Canada. He said that priority would be given to Hungarian refugees now in Austria. He also announced that two qualified officers will visit New York and Chicago to assess the prospects of increasing the flow of immigrants from the United States.

The Minister explained that in a number of European countries and in the United Kingdom, the waiting list of sponsored applications has decreased, and that most persons who now apply are unsponsored.

The numbers of immigrants who have arrived during the first nine months of 1956 were 27 per cent above those of the same period in 1955: 110,000 compared with 86,600. The 1954 figure was 127,000.

## **U.K. Estimates Future Demand for Engineers**

A survey to determine what the long-term demand for scientists and engineers in Great Britain will be has been made by the Committee on Scientific Manpower of the Advisory Council on Scientific Policy.

Results of the survey are published in *Scientific and Engineering Manpower*, obtainable from Her Majesty's Stationery Office, London, England. Excerpts from the report appear in the *Ministry of Labour Gazette* for November 1956.

The terms "scientist" and "engineer" in the report cover applied sciences in engineering, including chemical engineering, civil and structural, electrical, mining, mechanical, aeronautical and other engineering, and metallurgy. Both terms refer only to persons with defined qualifications in these subjects, the term "engineer" being applied to those with a degree or other professional qualifications.

The committee estimates that if the annual rate of industrial growth of 4 per cent is to be maintained, the numbers of qualified scientists and engineers will have to be increased by more than 60 per cent, from the present figure of 135,000 to about 220,000 in 1966. The increase in the requirements of engineers is estimated at about 70 per cent between 1956 and 1966 and of scientists at about 50 per cent.

The number of persons taking first degrees or equivalent degrees at universities or technical colleges at the present time is about 10,000 per year. About half of these are engineers and half scientists. There are indications that this annual gross flow will rise to 12,000 by 1958-59.

Making reasonable allowances for emigration, overseas students, etc., the average annual flow for the following five years would have to reach 16,000 if the stock of scientists and engineers is to reach 220,000 by 1966.

Reaching such a figure, the Committee believes, would represent a remarkable educational achievement. The Committee's calculations also indicate that the number of persons qualifying each year in science and engineering would need to increase from 10,000 in 1954-55 to about 20,000 in 1970.

If the required rate of flow is to materialize, higher education in science and engineering will have to continue to develop at least as vigorously in the second postwar decade as it has in the first.

The report notes that provided secondary education facilities are adequate, there seems to be no doubt that enough talented boys and girls will be available, if they

choose to take up careers in engineering and science, to fill estimated requirements.

On the other hand, the Committee feels that there is little risk that the greatest possible efforts of universities and technical colleges will result in any over-production of scientists and engineers in the 1960's.

In conclusion, the Committee notes that its estimates are essentially a guide to action, and not a form of prophecy about the content of British industry 10 years hence. The Committee cannot foretell what scientific or technological developments are likely to transform industry in the future, but an increase in the number of technologists is an essential condition to the healthy growth of industry, "now and in the future".

## **Young Man's "Best Bet" Is Trade Apprenticeship**

A trade apprenticeship was the best bet for young men who did not have the inclination, ability or money to obtain a university education, E. J. Wilson, Manager of the Calgary National Employment Service office, said at a recent meeting on apprenticeship training.

Mr. Wilson said a 16-year-old boy who apprentices as an electrician puts himself in the position to earn much more by the time he is 50 than a youth with the same education who takes his chances on the open market.

Job insecurity was another handicap faced by a boy entering the unskilled labour force, he said. At a time when there are openings in the skilled and professional fields, many unskilled workers are jobless.

Education, academic or practical, Mr. Wilson said, was the best possible form of unemployment insurance.

A survey made by the Calgary NES office discovered that, of the 3,368 male applicants for jobs, 55 per cent had only public school education or less but only 5 per cent of high school or university graduates were unemployed.

Speaking at the same meeting, J. P. White of Edmonton, Director of Apprenticeship Training, Alberta Department of Industry and Labour, said there was a great need for skilled workers in almost all trades in the province.

He said there were only 250 carpenter apprentices when there should be 1,000.

Since the establishment of the province's apprenticeship board in 1945, the number of boys participating in the apprenticeship program had increased. In 1945 there were 386 registered; 1,486 in 1946, and 3,500 registered in 15 designated trades at June 1956.

## **60,000 U.S. Engineers Have Joined Unions**

In spite of the much advertised shortage of professional engineers and the high starting salaries offered, members of the profession in the United States are dissatisfied with their economic position, according to a report entitled "Unionization Among American Engineers" recently published by the National Industrial Conference Board. This is given as the reason why engineers are showing more disposition to join unions than they have been in the past.

It is estimated that out of about 500,000 professional engineers in the United States, at present some 60,000 belong to unions.

One of the causes of engineers' discontent, the report says, is that the salaries of experienced engineers have not kept up with the increases in starting salaries, and the older men feel that their experience is not commanding the premium that they are entitled to expect.

Another ground for complaint is that the status of the profession is being lowered by the indiscriminate recruiting of engineering abilities, the assignment of engineers to job which do not require a high degree of professional skill, and the blurring of the lines of division between professionals and non-professionals.

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## **Work on Seaway Project Half Finished at Year-end**

At the end of 1956, nearly half of the work on the St. Lawrence Seaway had been completed, Hon. Lionel Chevrier, Chairman of the St. Lawrence Seaway Authority, stated last month. He said that 60 per cent of the excavation work, 40 per cent of the dredging and nearly 20 per cent of the concrete work had been finished.

Contracts awarded at the time Mr. Chevrier spoke totalled nearly \$190,000,000. The navigation and hydro-electric phases of the project, he estimated, would cost more than \$900,000,000—a figure higher than that originally estimated, and higher than that given in the article, "The St. Lawrence Seaway and St. Lawrence Power Projects," published in the December issue of the *LABOUR GAZETTE* (p. 1498).

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## **CMA Urges Reduction In Income, Excise Taxes**

Reduction of personal income taxes because they have worked a hardship on many taxpayers and have tended to discourage initiative, and of corporation

income taxes "for the good of the economy generally," was urged by a delegation of senior officers of the Canadian Manufacturers' Association that last month approached Finance Minister Harris with a number of recommendations for consideration in the preparation of the 1957 budget.

The delegation, led by CMA President J. N. T. Bulman, also suggested that income tax regulations should be changed to allow married couples to file joint returns, and calculate their tax liability by doubling the tax on half the combined income of husband and wife.

Another request was for revision of the customs tariff, which was stated to be "long overdue," the schedules not having received any close scrutiny since 1907. The Association's officers also recommended changes in the Dominion Succession Duty Act; the reduction or abolition of special excise taxes on a long list of articles including automobiles, cosmetics, record players and television sets; and a number of amendments to the sales tax regulations.

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## **U.S. Agreement Softens Impact of Automation**

The minimizing of hardship to employees consequent upon the introduction of highly automatic machinery is analysed in a case study on the impact of automation, the third in a series prepared by the United States Bureau of Labor Statistics. The study describes the adjustments to problems of displacement, downgrading, and changes in skill requirements and earnings, which were made successfully by a large bakery within a long-established collective bargaining framework.

The agreement reached contained provisions that reduced the number of workers who might have been displaced, established new rates for new jobs and guaranteed workers who had to be moved to less skilled work the same rates as they had earned at their former jobs. The union concerned said that an important aspect of the situation was the company's willingness to announce its plans early and to consult the employees before the change on issues affecting employment.

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## **Civil Service Job Accidents**

Accidents to federal government employees reported to the Government Employees Compensation Branch during November 1956 totalled 1,438, compared with 1,420 reported in November 1955.

## **"Age Alone Doesn't Make Worker Less Efficient"**

"Research along various lines indicates that the middle-aged or older worker is not by virtue of his age alone less efficient, less educable, more prone to accidents" than younger workers. This is one of the conclusions reached in an article, "The Older Worker," published in *Labour Research* for November-December. *Labour Research* is a bulletin issued monthly by the Research Department of the Canadian Labour Congress.

The article is based mainly on material obtained from Canadian, United States and British government sources. Other conclusions contained in the summing-up at the end of the article include:—

Chronological age is not a satisfactory criterion for determining the time for retirement, although no suitable substitute has been developed.

Pension plans are not necessarily a bar to employment beyond the normal retirement age, or to the hiring of older workers.

There is room within the scope of collective bargaining for arrangements regarding the worker rendered infirm or less efficient by age.

Hiring should be on the basis of ability, not age.

Concern about the burden of social security for the aged may be exaggerated, in the light of present economic trends.

## **Disregard Job Applicant's Age, U.S. Employers Told**

An employer "should evaluate the experience, skill and abilities of the individual" rather than judge the suitability of an applicant by his chronological age. This is one of the conclusions drawn by the United States Bureau of Labor Statistics from the findings of a new study that is part of a broad Department of labor program aimed at finding ways of dealing with the difficulties of older workers in finding and holding jobs.

Four criteria were chosen for comparing age groups—output per man-hour, attendance, industrial injuries and separations. The survey, the findings of which are set out in Bulletin No. 1203, *Job Performance and Age: A Study in Measurement*, was confined to eight manufacturing plants in two industries—footwear and men's clothing; and is described as solely "a pilot investigation".

On output per man-hour the data show a generally stable average performance level up to and including age 54, some falling

off in the average for the 54 to 64-year age group, and very large variations in the output of persons in the same group. With regard to attendance, only small differences were found among the six age groups used. The study did not provide sufficient data on industrial injuries or on separations to enable researchers "to identify any significant differences" in the patterns of the various age groups.

Automation of industry may bring special difficulties for workers over 45 years of age, it was agreed by a United States Representative and a trade union economist at a hearing on automation last month by a Senate-House economic subcommittee.

"These workers are now finding it increasingly difficult to get a job if they are displaced," said Representative Wright Patman. Stanley Ruttenberg, Director of Research for the AFL-CIO, agreed that this was one of the problems raised by the increased mechanization of industry.

Mr. Patman said that many workers lured from farms and from their own businesses by well-paid defence jobs are now 45 years or older and find "there is no place for them".

## **See Over 45 Age Group Supplying Most Workers**

Manpower in the age group 25 to 34 will be harder to find in the next decade, the United States Bureau of Labor Statistics has forecast, and older workers—those 45 years and up—will be the major supplier of labour in that period.

More than half the increase in the country's working force will be provided by women, the Bureau added.

From the expected population growth and its needs, the Bureau calculated that there will be jobs for 10,000,000 more persons by 1965. Of this number, about 4,500,000 will be young persons, 14 to 24 years; 5,000,000 will be 45 years and older and only 5,003,000 will be between 25 and 44 years.

The number of workers in the 25 to 34 age group will decrease by 900,000.

## **Canadian Textile Unions Agree to Co-operate**

Two textile unions, both affiliates of the Canadian Labour Congress, last month worked out a basis for closer co-operation, it was announced by the CLC. The unions are the United Textile Workers of America and the Textile Workers Union of America.

After a meeting sponsored by the CLC, they reported that they had "reached an

understanding on the principle of joint consultation for organization and negotiation". A subcommittee was appointed to work out details.

The conference was one of a series called by the CLC and participated in by unions with membership in particular industries.

CLC President Claude Jodoin chaired the meeting. Others taking part included: J. Harold D'Aoust, formerly Director in Canada of the TWUA, but recently appointed Special Assistant to the President of the union and Director in charge of New Organization in the United States and Canada; Paul Swaity, Acting Director in Canada of the TWUA; Roger Provost, Vice-president and Canadian Director of the UTW; Donald MacDonald, CLC Secretary-Treasurer; and J. MacKenzie, CLC Director of Organization.

The Textile Workers Union has 72 locals and a membership of 17,000 in Canada; the United Textile Workers, 24 locals and 6,403 members in Canada.

### ***IAM and UAW Co-operate In U.S. Aircraft Industry***

In a limited form of alliance the International Association of Machinists and the United Auto Workers last month set up a joint committee to further their common aims in the aircraft and guided missiles industries in the United States.

Since 1950 the two unions have had a general no-raiding agreement, but the new committee is an attempt at closer co-operation. The present aims of the new plan are given as the development of "programs of co-operation and assistance" in organizing the remaining non-union plants in the industries concerned, in the conduct of negotiations and strikes, and in improving "the relationship and understanding between members of both organizations for their mutual benefit and for the benefit of the entire industry".

These aims will include the seeking of "common objectives and possible joint negotiation on wages, union security, job classifications, job stability, health and welfare, apprentice training and other contract terms".

The committee will also try to "develop an effective program on matters of governmental policies affecting the industries and a legislative program for the protection of all aircraft and guided missiles workers and the nation."

The heads of the new committee will be A. J. Hayes, President of the IAM, and Walter Reuther, President of the UAW, both of whom are AFL-CIO Vice-presidents.

IAM General Vice-president Roy M. Brown and UAW Vice-president Leonard Woodcock will be vice-chairmen of the committee, which will consist of five members from each union.

### ***Free Travel Costs from Tax, Building Trades Ask***

An amendment to the Income Tax Act that would provide tax exemptions for travelling and out-of-town living expenses of construction workers was requested last month in a presentation by a joint delegation to the Minister of Finance, the Minister of National Revenue and the Minister of Labour.

The delegation represented the Canadian Labour Congress and its affiliates in the construction industry, the National Association of Master Plumbers and Heating Contractors of Canada, the United Association of Journeymen and Apprentices of the Pipefitting Industry of the United States and Canada, and the Toronto Builders' Exchange.

A bulletin issued last July by the Department of National Revenue reversed a 1942 ruling that permitted tax-exempt payment of travelling and out-of-town living expenses to construction employees, the joint submission stated.

The 1942 ruling has been confirmed in June 1946, in a letter from the then Deputy Minister of Taxation to the General Organizer of the United Association of Journeymen and Apprentices of the Pipefitting Industry of the United States and Canada. The Deputy Minister of Taxation said in the letter: "If, however, the employees are on an accountable basis with their employers for expenses, while working out of town, the employees will only be taxed on the wages received and not on the expenses borne by the employers."

The July 1956 bulletin "has created considerable uncertainty, doubt and unrest among employers and employees in the construction industry," the submission noted.

### ***CLC Supports High Tariff On Rubber Footwear***

The Canadian Labour Congress last month expressed support for higher tariffs to protect the Canadian rubber footwear industry from the competition of rubberwear and rubber-soled canvas shoes imported from low-wage countries.

In a brief to the Tariff Board, the CLC said the industry, which employs 5,000 workers, "has a right to expect assistance in its struggle against unreasonable price competition".

## **CLC, Farmers Join in Submission to Cabinet**

Measures to increase farm income and to expand the agricultural implement industry in Canada were proposed to the federal Government last month by the Canadian Labour Congress, the Interprovincial Farm Union Council and the Canadian Farmer-Labour Economic Council.

From 1951 to 1955, the farmer's share of all the goods and services produced in Canada was almost halved, the joint submission pointed out.

The downward trend of employment in the farm implement industry has reached an alarming stage, the brief stated. Dominion Bureau of Statistics reports indicated a decline of 44.7 per cent in employment in the industry in the past four years.

Four remedies were recommended to bolster farm income:—

1. "Action to protect farm prices at adequate levels, so that farmers can plan production and purchase needed equipment without fear of another collapse in prices." Not only should there be solid support prices, but the support should be established "on the basis of a parity price system which would relate the price the farmer gets to the cost of what he must buy to operate his farm.

2. "More vigorous marketing policies, with a greater measure of democratic participation by farmers through their own organizations. Both in domestic and export marketing, farmers should have a greater voice in determining policies on which their economic welfare depends. . . . We must be prepared to accommodate ourselves to the needs of foreign customers by greater willingness to accept their currencies, by provision of long-term loans, barter plans and similar methods. We should also be prepared to give far more generous assistance than we have in the past to undernourished countries on the basis of a straight gift. . . .

3. "Stricter action against monopolistic control by the huge corporations which traditionally have dominated both the processing of farm products and the supplying of farmers' needs. . . .

4. "Adequate credit facilities at low interest rates."

In addition to developing wider markets for farm products, the joint submission proposed measures which would develop world markets for farm implements. Increased aid by the Canadian Government to underdeveloped countries would provide immediate markets for the Canadian farm implement industry and assist with the

development of strong economies for future markets in Asia and Africa, the brief pointed out.

On the home market, the Government should encourage diversification in the farm implement industry. Two specific recommendations were made: the encouragement of a Canadian tractor industry and exemption from sales tax and import duties for equipment used to accomplish this diversification.

The joint submission called for the establishment of a permanent Farm Implement Industry Committee, composed of representatives of farmers, labour, the agricultural implement industry and the Government.

Finally, to assist laid-off implement workers, the brief requested: higher unemployment insurance benefits; retraining of workers for other industries; financial assistance covering removal expenses from distressed areas; and encouragement of new industries and public works projects for these distressed areas.

CLC Vice-president George Burt, Chairman of the CLC Farm Implement Committee, was spokesman and J. L. Phelps, Chairman of the Canadian Farmer-Labour Economic Council, introduced the delegation.

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## **Farm Cash Income Higher In 1956's First 9 Months**

Cash income received by Canadian farmers from the sale of farm products and from participation payments on previous years' grain crops amounted to \$1,874,800,000 in the first nine months of 1956, an increase of 11 per cent over 1955's nine-month estimate of \$1,686,000,000 and of 12.3 per cent over 1954's \$1,669,100,000, the Dominion Bureau of Statistics reports. Newfoundland is excluded from the figures.

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## **More Farm Implements Sold in 1955 Than 1954**

Canadian farmers spent more on new farm implements and equipment in 1955 than in 1954, the Dominion Bureau of Statistics has reported. This was a reversal of the trend of the two preceding years.

The wholesale value of sales rose about 6 per cent to \$155,115,000 from \$146,703,000.

Despite the rise over 1954, the 1955 value was sharply below earlier years: \$238,050,000 in 1953, \$250,277,000 in 1952, \$235,620,000 in 1951 and \$218,187,000 in 1950.

Sales of repair parts, also at wholesale, rose 4 per cent to \$28,452,000 from \$27,336,000 in 1954.

## **Locomotive Firemen Sign New Agreement in U.S.**

The Brotherhood of Locomotive Firemen and Enginemen became the first of the four operating unions to settle a prolonged dispute with United States railways when it signed an agreement calling for wage increases totalling 24 to 30 cents an hour spread over the three years 1956 to 1958.

Effective November 1, 1956, road firemen and yard firemen not on a five-day week received 10 cents an hour increase; yard firemen now on a five-day schedule, 16 cents an hour. Yard firemen not on a five-day week will receive an extra 6 cents an hour if and when they are placed on the short week.

Second and third-year increases of 7 cents an hour will be paid to all firemen, with the proviso that, at the option of the union, all or part of the second-year increase may be used to apply on hospital and other health benefit contributions.

United States non-operating unions earlier signed a new three-year agreement, also effective November 1, with the country's railways (L.G., Dec. 1956, p. 1497).

## **Railways, Non-Ops Agree On Welfare Plan Details**

Probably Canada's largest employee welfare plan, affecting some 500,000 persons—Canadian railroaders and their families—is now in effect. Establishment of the welfare plan formed part of the agreements signed by the non-operating brotherhoods and the major railways in the early spring of 1956 (L.G., June 1956, p. 687).

Although it was agreed at contract negotiation time that a welfare plan would be instituted, its terms of operation and its provisions were not fully ironed out by union and companies' officials until last month.

Following are some of the highlights of the plan, which went into effect on January 1, 1957:—

Group life insurance with a \$500 per employee coverage.

Weekly indemnity of \$40 in case of sickness or non-occupational disease.

Basic hospital expense protection for 70 days at standard ward rates.

Medical and surgical benefits under doctor-sponsored plans.

Expenses incurred in operating the plan will be shared equally by the companies and the employees covered. The benefits will cost the employees \$4.25 per month, with a similar contribution being forthcoming from each company per capita.

In addition, there are provisions which will allow employees to make larger contributions under the plan, and enable them to get such things as semi-private hospital care in place of ward care.

Provision is also made so that employees retiring or leaving can continue the insurance by paying the entire premium involved, their's and the company's.

## **Sixth of U.S. Workers in Survey Get 4-Week Leave**

Vacation with pay of four or more weeks is granted to about one-sixth of 5,750,000 employees covered by a survey of 17 cities in the United States, according to the U.S. Bureau of Labor Statistics. Some 28 per cent of the office workers and 13 per cent of the plant workers are affected by the four-week holiday provision.

The Bureau finds that nearly half the workers covered are entitled to some vacation pay after their first six months of service, and that almost all employees can qualify for at least one week's vacation with pay after five years. After 10 years' service, three weeks or more vacation with pay applies to almost a quarter, and after 15 years, to nearly three-quarters of the workers.

According to the most recent survey of Canadian workers by the Department of Labour (see L.G., Oct. 1956, p. 1304, for plant workers; and L.G., Nov. 1956, p. 1434, for office workers), 12.9 per cent of the office workers and 10.2 per cent of the plant workers were entitled to four weeks with pay, in considerably the greater number of cases after 25 years' service.

As in the case of the United States workers, nearly all Canadian employees covered by the survey were allowed at least one week's vacation after one year or less of service. Nearly all the office employees received two weeks' vacation after not more than five years' service, and this also applied to only a little less than 90 per cent of the plant workers.

After 10 years about 10 per cent, and after 15 years 51 per cent, of the office workers got three weeks' vacation. Of the plant workers, nearly 5 per cent got three weeks after less than 15 years, and 47 per cent after 15 years.

James T. O'Connell, for the past ten years vice-president in charge of industrial relations for a New York shirt manufacturer, has been named United States Under Secretary of Labor.

## **Offers Labour's Reasons For 4-Day Week Campaign**

The views of organized labour on the question of the shorter work week are presented in an article, "Labor's Drive for the Shorter Work Week," published in the *Machinists Monthly Journal* of the International Association of Machinists for November-December 1956. The article summarized an AFL-CIO collective bargaining report issued after a recent conference on the matter.

Regarding labour's motive in seeking a shorter work week, the article says: "While the drive for the eight-hour day and 40-hour week was sparked originally by the fact that longer hours generally meant undue physical strain, health hazards and inadequate time for family and social needs, today sentiment for further hours reduction is based on the ground that shorter work hours will help maintain employment opportunities."

It is pointed out that several unions have already obtained a work week of less than 40 hours. One of the large AFL-CIO unions has negotiated a reduction of the work week to 35 hours for more than 200,000 workers, with at least as high take-home pay as was formerly received for a 40-hour week. In the printing industry the week has been reduced to less than 40 hours; and in the brewing, construction, and baking industries a significant number of employees are working shortened weeks, the article states.

"There are a number of ways to reduce hours of work: the eight-hour day can be shortened, the five-day week can be cut to 4½ or four days or paid time-off periods can be substantially increased," the article says in reference to the method of applying the reduction in hours.

"Until this time most of the unions striving for the shortened work-week," it continues, "have emphasized shortening of the work day, usually to seven and a half or seven hours, rather than turning to the four-and-a-half or four-day week (as the six-day week had been reduced to five and a half in many instances before the five-day move)."

Difficulties in connection with a four-and-a-half-day week include: for the employees, it takes as long to travel to and from work for half a day as for a full day; and for the employer, a half day is less productive than a full day because the same amount of time is spent in starting up and shutting down in both cases.

The big obstacle to cutting the week to four days at one stroke is that it takes an hourly wage increase of 25 per cent to

maintain the same take-home pay as with the five-day week, the article points out.

In commenting on the effect on the national economy of a reduction in hours without an accompanying reduction in wages, the writer of the article maintains that it is "a means of adjusting the national economy to rapid technological change," and he mentions several considerations in refutation of "some of the prophets of doom and gloom," who "predict a substantial decline in the rate on increasing national production, through reducing hours of work".

Reductions in working hours in the past have not been accomplished on a nationwide footing, but in a piecemeal manner, establishment by establishment, company by company, or sometimes industry by industry, the article states. "In the main, reduction of working hours has been accomplished through legislation." Later on it says: "Reduction of working hours will of necessity take different forms in different industries."

Although the writer asserts that reducing working hours in declining industries would "help to minimize" the difficulties of such industries, he admits that owing to the cost to employers whose profit position is not good, "further reduction of the standard work week will not necessarily take place in industries whose employment difficulties are greater".

In the course of a brief discussion of the cost of reducing hours without loss of pay the article says: "Costs involved indicated that reduction in the length of the work week will come slowly in most industries and in some cases may be planned over a period of several years."

## **Four-Day Week Attainable But Must Come Gradually**

"As a long-term goal, achieved through gradual reduction of working hours, the four-day week is attainable.... Above all else, though, we can say with certainty that we must come to the four-day week gradually." This quotation from an article, "The 4-Day Week?", by Carroll W. Boyce, published in *Factory Management and Maintenance* for November, conveys the main tenor of the view expressed in the article.

The four-day week, Mr. Carroll says, can come in any one of three ways: as a result of a nation-wide economic collapse and depression; by legislation; or by freely-arrived-at collective bargaining agreements.

It was in the first of these ways that the five-day week came, the writer says.

"Another depression might bring another spate of 'share-the-work' (really share-the-poverty) plans. This way would help nobody and hurt everybody."

If the short week came in the second way (by legislation) it "might help some people—but would surely hurt many. Besides, it carries the grave risk that rampant inflation can easily become great depression," he continues. "Thus, slow but determined progress... is the only sure as well as safe road."

The article refers briefly to the five-day week as "an 'invention' of management in the early days of the great depression of the 1930's" and tells how "at a time when prices were dropping and production schedules had to be cut, a reduction to a five-day week without a cut in hourly wages seemed (to many) like a fairly painless way out of a difficult situation." It goes on to describe the limited role which legislation might play in producing continuous pressure for a gradual reduction of working hours.

"But," the writer continues, "the real hooker in making a gradual reduction in working hours (even under 'favourable' legislation) would come in bargaining." The main obstacle to any rapid approach of the four-day week, he points out, is the increase in production costs which it would entail; and he argues that the short week would become feasible only as productivity due to improved methods and machines made it possible to choose between more buying power and more leisure. The rate of this increase in productivity would determine how soon the four-day week would become practicable.

Though cost would be the main obstacle, according to the article, a number of practical difficulties involved in working only four days a week are also discussed. They include: staggering of work weeks for different workers in the same plant, and sometimes between different industries; probable necessity for increased shift work; increased cost of overtime for both production and maintenance work on weekends; possible need to provide a double shift of supervisory persons; some legal barriers to certain re-arrangements of hours; the longer weekend would increase the present weekend overload for certain establishments and services; probable increase in the number of workers trying to hold two jobs at the same time (already a cause of inefficiency even with the five-day week); high cost of leisure (persons on holiday spend a great deal of money).

The article is concerned only with the practicability of the four-day week, and expresses no opinion as to its desirability,

economically or otherwise. However, at the end of the article there are a number of brief statements in which leaders in industry and trade unionism give their views on various aspects of the question.

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### ***Labour Income Reaches New Peak in September***

Canadian labour income reached a new peak in the first nine months of 1956, the Dominion Bureau of Statistics has reported, increasing 11 per cent from \$9,434,000,000 in the January-September period in 1955 to \$10,491,000,000.

The September total was at a new high, also. The month's total in 1956 was \$1,261,000,000, up 2 per cent from the \$1,236,000,000 in August 1956 and up 12 per cent from \$1,123,000,000 in September 1955.

All industrial groups registered gains, both in the month and in the nine-month period.

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### ***Housing Completions Up, Starts Down in October***

Completions of new dwelling units rose in October, continuing the upward trend that began nine months earlier, but starts declined for the sixth consecutive month.

Because of more completions and fewer starts, the number of units in various stages of construction at October 31 also registered a drop.

Completions in October numbered 18,540, up from 17,365 a year earlier. January-October completions were up to 109,160 from 101,619. October starts fell to 11,751 from 18,491, making the ten-month total 115,188, substantially lower than the 121,118 in the same period of 1955. Under construction at month-end were 83,424, compared with 88,842.

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### ***Maritime Personnel Assn. Holds Annual Meeting***

John A. Hebb, personnel manager, Canadian Gypsum Co., Ltd., Windsor, N.S., was elected president of the Maritime Personnel Association at the group's annual meeting in Halifax, December 11. He succeeds Gordon W. Myers, Simpsons-Sears Limited, Halifax.

Others elected were: D. C. Macneill, general manager, Maritime Medical Care Inc., Halifax, first vice-president; W. H. Tidmarsh, assistant personnel manager, Mersey Paper Co. Ltd., Liverpool, N.S., second vice-president; H. E. Nickerson, National Harbours Board, Halifax, treasurer; and John I. McVittie, Dalhousie Institute of Public Affairs, secretary.

# The Logging Industry in Canada

The output of logging and secondary wood processing industries today accounts for about 14 per cent of the net value of Canadian commodity production. Industry has undergone revolutionary postwar development

Felling trees and sawing logs were among the earliest, if not the first, commercial activities carried on by the original European settlers of Canada. Since then, logging and the secondary wood processing industries have become basic segments of the Canadian economy. Today, the output of these industries together accounts for about 14 per cent of the net value of commodity production in Canada. The net value of logging output alone was \$635 million in 1953, the latest year for which such data are available, or nearly 5 per cent of all commodity production.

During the postwar decade, the logging industry passed through an almost revolutionary phase of development. Rapidly increasing mechanization, improved logging techniques, more year-round operations, more permanent forest workers, substantially improved living and working conditions, higher earnings and increased unionization have been among the most important changes. While marked seasonal and cyclical variations continued to characterize activity in this industry, the seasonal pattern of employment changed in several respects.

## Labour Demand and Supply

Labour supplies in Canada increased rapidly in the years immediately following the war as men from the Armed Services and war industries became available for civilian work. As a result, the logging industry was able to meet its requirements for workers to a much greater extent than formerly and employment rose sharply, reaching an all-time record in 1947. In the following year, demand for lumber and pulp and paper products eased and the logging labour force began to decrease. The downward trend continued throughout 1949.

Early in 1950 employment picked up again, stimulated by heavy domestic and external demand for lumber products and by low inventories. By 1951, a level was reached which was exceeded only by the 1947 record. The general buoyancy of the Canadian economy at that time, and in particular the upsurge in construction activity, resulted in strong competition for available labour supplies.

By 1952, the trend turned downwards once again, for log inventories were high and the demand for certain forest products less buoyant. This, together with increasing mechanization of logging operations and the lengthening of the cutting season, led to a decline in logging employment. Labour surpluses appeared during 1952 and 1953, although shortages of certain skilled occupations still occurred during peak periods.

Since late 1954, logging employment has again been showing gradual year-to-year increases, with shortages of loggers developing in certain areas after the second half of 1955. Table I, giving the index of employment in forestry from 1946 to 1956, indicates the trend of logging employment and its seasonal variations during the past ten years. Chart I shows employment trends and seasonal variations in the major logging areas of Canada.

It is difficult to make accurate estimates of the actual size of the labour force engaged in logging operations in Canada, since much of the work is carried on in remote areas, often by small crews or by individual operators. Wide seasonal variations in employment and relatively high labour turnover in this industry also add to the difficulty of estimating employment at any given time. However, according to the DBS labour force sample survey, logging employment in Canada reached almost 160,000 during the peak period in the winter of 1955-1956. Most of these were paid workers, although the proportion of paid workers and own-account workers showed wide variations in the course of the cutting season. It has been estimated that the number of paid workers varied from 66 to 86 per cent of the total logging labour force during 1955.

Two-fifths of the paid logging workers in Canada were in Quebec, slightly more than one-fifth in the Atlantic region, and less than one-fifth in Ontario and British Columbia respectively. Some logging was also carried on in the northern Prairie region. It is noteworthy that logging employment in Ontario has been declining during the past few years, partly because of increased mechanization, and partly because of the trend towards year-round operations.

The main source of labour supply for the logging industry is in rural areas. It is estimated that about half of the workers in paid logging employment are farmers or farmers' sons; the rest are permanent loggers and casual employees who find employment in the woods during the slack periods in their usual activities (*e.g.*, fishing, mining and construction). The great majority of self-employed loggers, largely in eastern Canada, are farmers who operate woodlots of their own.

Usually only a small proportion of loggers are recent immigrants. During 1947-48 and 1951-52, however, when demand for labour was heavy, sizeable group movements of immigrant loggers were organized by the federal Government to augment the supply of workers for the forestry industry. About 7,000 logging workers were brought to Canada in group movements during these periods. In addition, more than 5,000 loggers immigrated to Canada more or less on their own between 1946 and 1955, bringing the total number of immigrant loggers during the postwar decade to more than 12,000.

At the same time, Canada has regularly supplied woodworkers from her border region to neighbouring areas in the United States. Up to a maximum quota of 9,900 men, several thousand Canadians are engaged each year for short or long periods in logging operations in the northern New England states. At the completion of their work, they return to Canada. These movements both relieve shortages of woods labour in such areas and provide substantial supplementary income for a considerable number of Canadian loggers.

## Changing Patterns of Employment

Logging operations and employment patterns differ widely in the two main logging regions of Canada—British Columbia, and Canada east of the Great Lakes. The timber stands, the types of logging, the seasonal pattern of employment, the occupational structure of the working force, and labour turnover are quite distinct in each. The major characteristics of logging operations and recent developments in both regions are described below.

### Eastern Canada

More than four-fifths of logging employment in Canada is east of the Great Lakes. The trees in this region are mainly coniferous; they are used primarily for pulpwood production but also for logs and bolts, posts and poles, mining timber, fuelwood and various other lumber products.

The labour force consists mainly of farmers and farm workers in their off season. While most of them work in logging as paid employees, a very considerable proportion work on their own account and sell their products mainly to pulp and paper companies.

Operations in Eastern Canada are highly seasonal, the most active cutting season coming in the late fall and early winter and employment rising rapidly from August to reach a peak in October and November. The logs are then hauled to the lakes and rivers. When the ice breaks up in the spring, the logs are floated to the mills in river drives. Employment reaches its trough during the spring break-up period, in March and April, and then rises again during the river drives.

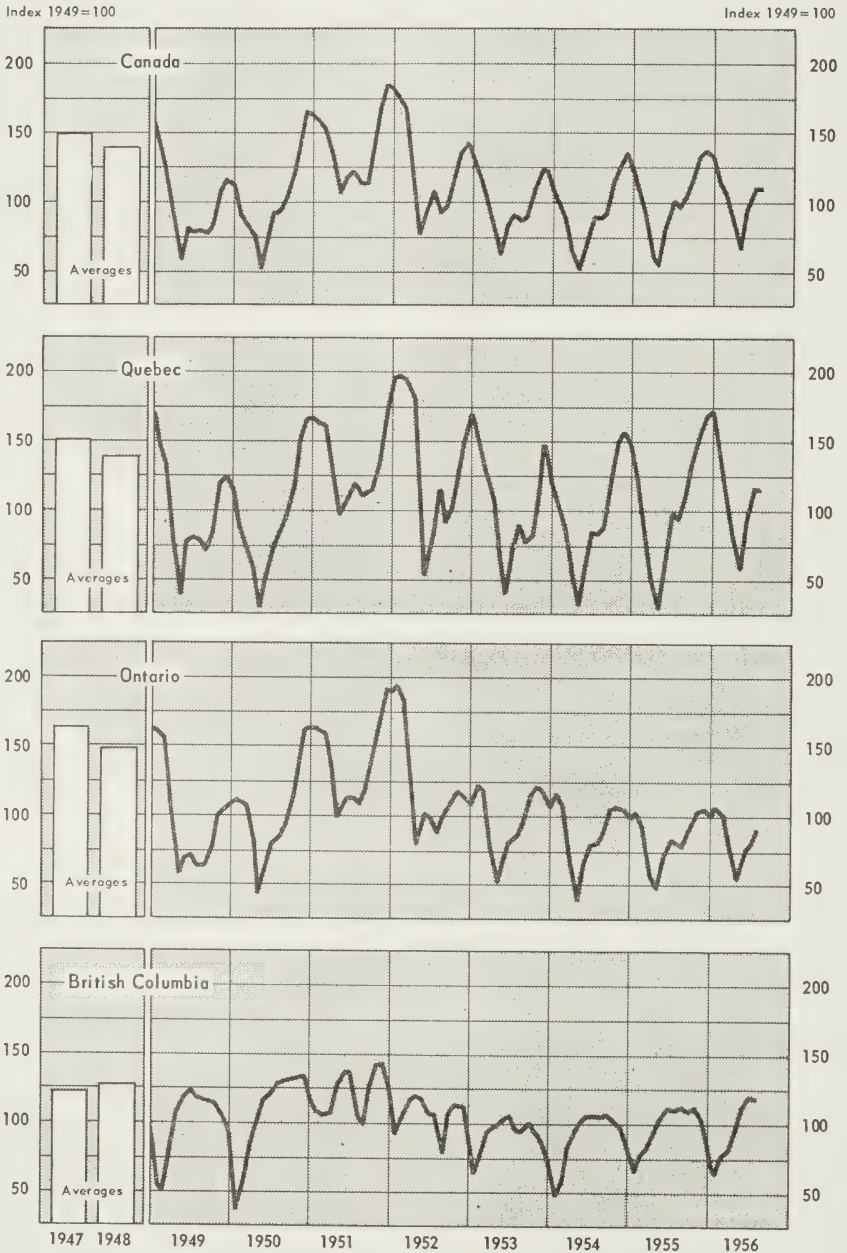
**TABLE I.—INDEX OF EMPLOYMENT IN FORESTRY (CHIEFLY LOGGING), 1946-1956**

	1946	1947	1948	1949	1950	1951	1952	1953	1954	1955	1956
January.....	166.6	179.4	199.7	154.8	113.2	161.1	181.5	129.5	108.2	122.2	134.4
February.....	166.2	181.8	189.4	133.2	90.8	156.3	173.6	115.7	97.7	106.6	115.6
March.....	164.3	182.9	178.7	124.3	85.1	153.6	167.8	103.8	90.4	92.5	109.5
April.....	146.9	160.2	131.5	87.3	75.3	130.9	126.1	77.8	69.5	68.3	84.2
May.....	108.3	116.9	81.1	59.6	50.4	105.7	77.5	61.0	50.8	54.0	66.6
June.....	93.8	116.1	105.1	83.7	73.2	118.7	98.6	83.7	77.2	81.5	95.2
July.....	95.3	116.9	109.1	78.4	92.6	124.4	93.9	93.6	90.6	101.3	112.2
August.....	91.3	119.1	107.8	79.1	94.0	113.6	77.0	86.7	90.4	98.3	112.8
September.....	93.6	117.2	106.0	76.3	101.9	114.4	95.1	88.3	93.1	104.5	.....
October.....	117.0	138.5	128.9	84.8	121.7	135.1	116.4	110.7	115.3	119.7	.....
November.....	144.5	170.8	154.8	108.6	147.1	165.1	136.2	125.1	127.3	133.8	.....
December.....	171.3	195.1	169.0	116.9	164.1	184.6	142.6	124.6	130.9	139.5	.....
Average.....	129.9	149.6	133.4	100.0	100.8	138.6	123.9	100.0	95.1	101.8	.....

SOURCE: Employment and Payrolls, DBS.

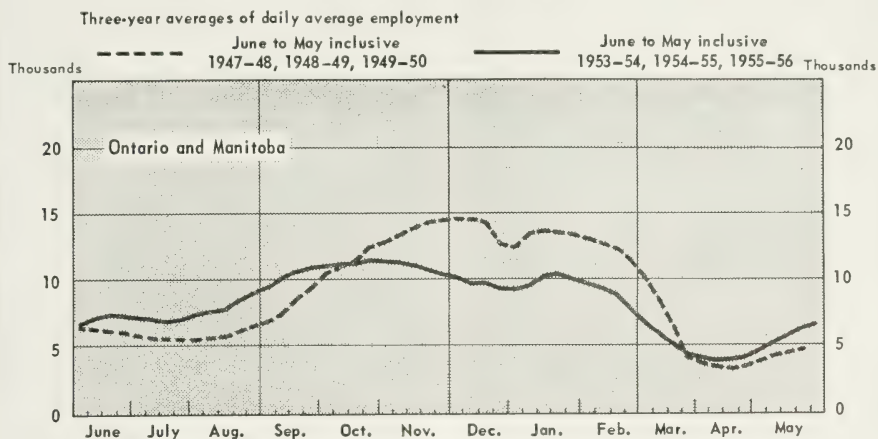
Chart 1

# INDEXES OF EMPLOYMENT IN FORESTRY (Chiefly logging)



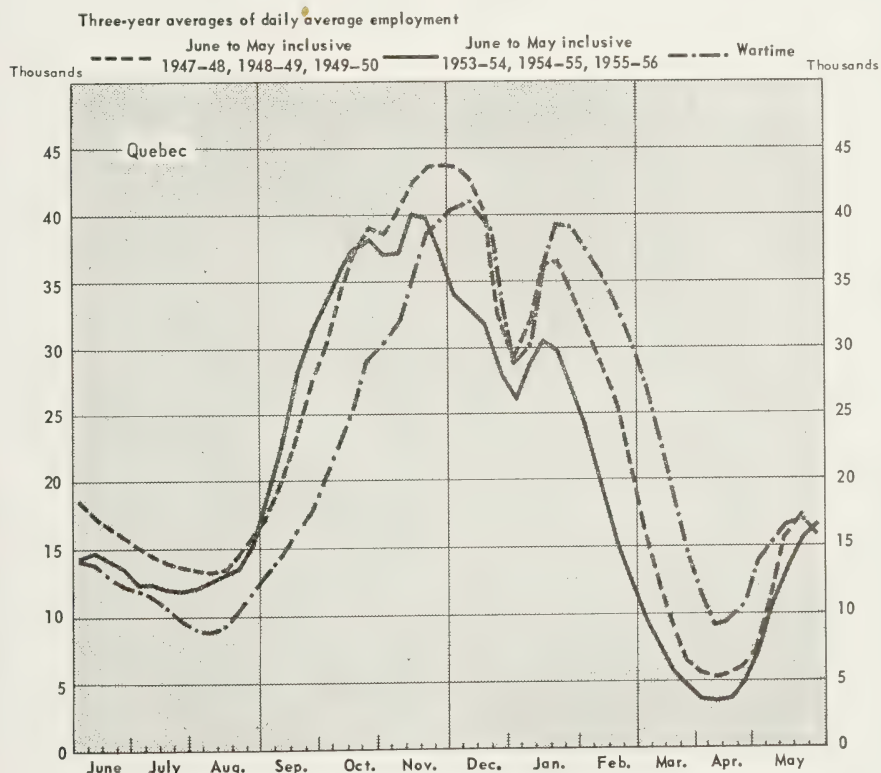
Source: Employment and Payrolls, DBS.

Chart 2  
SEASONAL VARIATIONS IN EMPLOYMENT  
PULPWOOD LOGGING



Source: Canadian Pulp and Paper Association

Chart 3  
SEASONAL VARIATIONS IN EMPLOYMENT  
PULPWOOD LOGGING



Source: Canadian Pulp and Paper Association

Until recently, summer work was more or less limited to the river drives, and hauling and maintenance work, except in areas that were inaccessible during winter months. Woods work in the summer was made more difficult by hot weather and black flies, and by the problems of transporting wood over swamps and recruiting labour in competition with other seasonal industries. Many of these difficulties still exist but advancement in transportation techniques, rapid mechanization, and efforts by employers to build up a more efficient and permanent logging labour force have led to more summer cutting during the past five years or so.

While the relatively inexpensive system of river driving will remain the general practice for long-distance transportation for years to come, tractor hauling, truck transportation, the introduction of wire cables for skidding and the development of better roadbuilding techniques are making operations more independent of snow conditions previously necessary for hauling.

One of the most spectacular developments in the mechanization of logging during the past five years was the large-scale adoption of the power saw for felling and bucking. In 1949-1950, less than 1 per cent of the total pulpwood cut east of the Rocky Mountains was done with power saws. By 1954-55, power saws were used to cut well over 50 per cent of all pulpwood. Some companies now cut 80-90 per cent of their wood in this way.

The widespread acceptance of the power saw and the increasing importance of mechanical equipment for hauling, yarding, loading and barking have resulted in increased production and higher earnings per man-day. While no precise trends in productivity are discernible from data available on logging employment and output during the 1930's and 1940's, it is clear that during the past five years or so output per man-day has increased. A similar trend seems to have occurred on farm woodlots, for a parallel process of mechanization has taken place there with the farmer using some of the same tools for cutting pulp wood as are used by logging firms.

Partly as a result of these developments, the annual logging cycle during the past few years has begun more than a month earlier than formerly, reaching its peak, as mentioned above, in October-November. There is now more summer cutting, but since all requirements cannot be met in the summer and since much of the hauling is still done in the winter, the periods of operation have grown longer. Chart II shows that in Ontario (and Manitoba) the

number of loggers employed declines sharply during the latter part of March and all of April, then increases gradually to a peak in October and November. Fluctuations in the number of workers employed throughout the whole year have decreased very markedly, except during the spring break-up. Chart III shows that the trends towards an earlier cutting season and an earlier peak are also evident in Quebec, particularly compared with the wartime employment pattern. The changes in the amplitude of seasonal variations are, however, not as marked or distinct as in Ontario. New Brunswick has shown changes similar to those in Ontario, with a resultant low degree of seasonal variation, apart from the spring break-up. Logging employment in Newfoundland is different from the other provinces: it has several peaks and troughs in the course of the year.

The fact that logging in Eastern Canada has had a seasonal pattern running counter to that of most other industries and the fact that it is carried on over a large section of the country have given logging an importance out of proportion to the numbers involved in its labour force. This industry has been counted on to absorb many of the seasonally unemployed during the winter months. The reduction of seasonal employment variations and the advancement of the winter peak employment period in logging may therefore reduce this alternative employment opportunity for a large group of workers unless seasonal variations are reduced simultaneously in all industries, including agriculture and fishing.

Recent developments in logging, apart from their effects on the seasonal pattern, have also affected both the average length of stay of the workers in the woods per logging season and the labour turnover rate. This is particularly evident in Ontario, where the average length of stay in forest work in the 1951-52 season was 54 days, compared with 79 days in 1955-56. Turnover declined in line with duration of stay. No similar trends can be detected in the other areas of Eastern Canada at the present time. The average number of days per calendar year per man is slightly less than it was during the 40's, although the length of operation has been expanding. In the Province of Quebec it was about 41 days in 1955. The reason for this seems to be that the numbers of short-term workers are proportionately so great that they more than counteract an increasing number of longer-term workers. High turnover of labour within the operating season still remains a concern to the industry.

## British Columbia

Logging in British Columbia, which employs less than one-fifth of all forest workers in Canada, is carried on throughout most of the year.

Summer and fall are the periods of highest employment. From 1947 to 1951 the seasonal employment peak was reached about October 1. In 1951 and 1952 the seasonal pattern was not as clear, mainly because of forest fires and industrial disputes, but during the 1953-1955 period, employment was at peak levels from about July to November.

The slack period is in the winter months, when snow hampers highly mechanized operations. Camps in some of the interior areas are forced to restrict work in the spring, when road conditions, following thaws, make trucking difficult. In dry and hot years, fire hazard during the summer months is likely to cause work stoppages.

Logging operations in coastal British Columbia, where trees are on the whole larger than in Eastern Canada, are much less seasonal, mainly because of favourable weather conditions and the almost complete mechanization of cutting and transporting operations. These operations have been mechanized to a great extent for at least three decades, in contrast to the system in Eastern Canada.

The chief product is lumber, although the postwar trend towards more diversified processing has promoted the rapid expansion of the pulp and paper industry. Nevertheless, lumber production is still setting the pattern for British Columbia logging employment.

The labour force consists mainly of local, permanent loggers, a large proportion of whom are highly skilled. This source of labour is supplemented by immigrants, farmers and recruits from other provinces. There is also a definite movement of workers each spring from mining to logging and some fishermen log in the off season. Labour turnover is considerably less than in Eastern Canada, although it is relatively high compared with many other industries.

One of the most important developments affecting logging employment in British Columbia has been the rapid growth of the industry in interior areas. While in 1945 logging in the interior of British Columbia accounted for less than one-fifth of the province's total cut, in 1955 it produced more than one-third, and is still rapidly increasing.

Coastal logging is approaching the capacity permissible under the sustained yield management policy of the provincial government. In interior British Columbia,

on the other hand, available resources still allow for expansion to levels which, it has been estimated, would more than double coastal logging. Logging employment in the province's interior, therefore, is rapidly expanding.

One of the effects of this shift in employment is a probable increase in the seasonal variations of employment, although this trend is not yet evident from statistical data. Mainly because of weather and ground conditions, logging in the interior of British Columbia differs from coastal logging and has seasonal patterns and characteristics more similar to logging in Eastern Canada.

## Living and Working Conditions

In general, living conditions in the logging camps of Eastern Canada now bear little resemblance to those of a few years ago. Many companies provide accommodation for two to four men to a room, although there are still many camps where the bunkhouse accommodates 50 to 80 men. Most camps, many of which are now portable, are supplied with electric light, running water, showers and indoor toilets. There is a growing interest in establishing forest communities and experimental forest villages based on year-round and continuous operation. These experiments are proving successful.

Cook training and compulsory menus are also common among larger operators. A survey of 150 camp kitchens made in 1951-1952 for the Canadian Pulp and Paper Association showed that the caloric value of the food consumed by a woods worker varied from 5,000 to more than 9,000 calories per man per day, with an average consumption of 6,900 calories. According to estimates of the Department of National Health and Welfare, the average requirement in very heavy work is between 5,000 and 6,000 calories, depending on the individual, the type of work he is doing and the length of his working day. The average per capita consumption of the whole Canadian population is just over 3,000 calories per day.

Living conditions in British Columbia have also greatly improved over those of a few years ago. On the Coast, most employers have given up logging camps. The loggers live in towns and are taken out to the logging operations in company trucks. Where isolated operations exist, an effort is made to build up logging communities with the workers accommodated in houses. In some areas, bunkhouses are still used but they are modern, with showers and two men to a room.

Working conditions in the Canadian logging industry have also shown great improvement over the past. Standard hours\* per week have decreased, although regional differences continue to exist. In Newfoundland 60 hours per week were worked in 1955. In Nova Scotia the range was between 54 and 60 hours, most establishments reporting 54. In New Brunswick the 54-hour week was predominant. In Quebec, most establishments reported a 60-hour week. In Ontario, 48 hours per week were predominant. The practice in British Columbia coastal areas was 40 hours per week. In the interior the general practice was 44 hours per week until 1955, when the northern interior reduced standard hours per week to 40.

Wage rates and earnings in the logging industry have increased rapidly during the postwar period. From 1947 to 1955 wage rates rose by more than 50 per cent and average weekly earnings by about 70 per cent. Since consumer prices in 1955 were, on the average, only about 35 per cent higher than in 1947, the actual increases in wage rates and earnings represented very substantial real gains.

Other important developments in working conditions were increases in the number

of paid statutory holidays per year and in the length of vacations. Unemployment insurance coverage was extended to loggers in British Columbia in 1945 and to those in Eastern Canada in 1950. The duration and benefit rates of unemployment insurance have also been increased.†

Important advances have been made in safety measures and in the development and use of protective equipment, such as protective footwear and non-slip plastic gloves and mitts. For example, in 1955, more than 30,000 hard hats were sold to woodworkers in Quebec and Ontario alone. Industrial accident data also suggest that the decrease in labour turnover and the increase in the number of permanent and experienced workers have tended to reduce the number of accidents.

Trade union membership in the logging industry has also been increasing steadily, from 24,000 in 1949 (the earliest date for which comparable figures are available) to 34,000 in 1950 and to 46,000 in 1954. Workers covered by collective agreements in 1948 totalled 10,000 but rose to about 60,000 by 1954. During the postwar period, major strikes occurred only in 1946 and in 1952, mainly in the coastal areas of British Columbia.

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## 14<sup>th</sup> Annual Federal-Provincial Farm Labour Conference

Greater difficulty reported in obtaining farm labour during 1956 than at any time since war's end and situation seen likely to be equally difficult this year. However, 1956 crops were successfully harvested

Farm labour was harder to get during 1956 than at any time since the end of the Second World War, delegates attending the 14th annual Federal-Provincial Farm Labour Conference agreed. Most believed that the situation in 1957 would continue difficult.

It was noted, however, that due to close co-operation between government agencies and officials, and other interested parties, 1956 crops were successfully harvested in spite of the difficulty in getting farm labour.

Particular commendation went to the Department of Indian Affairs for arranging

for a greater number of its charges to participate in farm work, and tribute was paid by delegates from the western provinces to the Indians for their good work in various fields.

Walter Dawson, Director of the Special Services Branch, Department of Labour, acted as chairman of the conference, held in Ottawa December 5, 6 and 7. Among the delegates were representatives from federal and provincial governments, and observers from the United Kingdom, United States, Germany, The Netherlands, Italy, the International Labour Organization, the

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\*"Standard hours" are the number of hours of work per week after which the employees of an establishment are considered to be working overtime.

†Since January 1, 1956, forestry workers engaged in maintenance as well as protective work, a total of 6,000 to 10,000 persons, have also been brought under unemployment insurance coverage.

Canadian Federation of Agriculture, Canadian National Railways and other interested organizations.

Hon. Milton F. Gregg, Minister of Labour, and Arthur H. Brown, Deputy Minister of Labour, spoke to the delegates during the first day's session.

Mr. Gregg thanked the delegates for the excellent work and co-operation their various agencies had shown during 1956, and assured them that the federal Government would continue to assist the farm-labour program in every way possible.

Mr. Gregg also told the delegates that they could always depend on his "whole-hearted personal support, in addition to that of the Department as a whole".

Concluding, the Minister said that in 1957 the Government hoped to get some help for Canadian farmers from countries in Europe now "under the heel of the tyrant".

Mr. Brown outlined the difficulties of getting agricultural labour during 1956, explaining that it was the result of the high employment level throughout industry and other projects all across Canada.

He stated that only good planning and co-operation between federal and provincial officials, and good harvesting weather, had enabled the acute farm labour situation to be met. He expressed the opinion that another tight labour situation was indicated for 1957, and noted "with satisfaction" that working and living conditions in agriculture were to be considered at the conference. This subject was most important, he believed, as agricultural working conditions had to continue to improve to meet competition for labour from other industries.

Walter Duffett, Director of the Economics and Research Branch, Department of Labour, said that shortages of manpower had been more marked in 1956 than in any year since the build-up following the Korean War. He stated that from the middle of 1955 to the middle of 1956 some 60,000 workers had forsaken farm work to go into other industries. This action, he explained, was the primary cause of the acute shortage of farm labour during 1956. He felt that the over-all manpower situation in 1957 was likely to be similar to that of 1956.

Dr. H. H. Hannam, President of the Canadian Federation of Agriculture, stated that the farm labour situation in 1957 was likely to be serious, and urged that the situation be met by movements of farm labour available, immigration and better utilization of local labour.

C. E. S. Smith, Director of the Immigration Branch of the Department of Citizenship and Immigration, told the meeting that efforts to recruit farm labour in Europe during 1956 had been somewhat disappointing. However, he pointed out, small groups of farm workers still were located in refugee camps in Italy, Austria and Germany. He hoped that some of these can be brought to Canada in 1957, and also that the flow of workers from Holland, France and Belgium can be increased.

Delegates were eager to know what help could be received as a result of the influx of Hungarian refugees. They were informed that it was hoped some farm workers would be among them, but it was pointed out that many of those arriving in Canada were from the industrial city of Budapest. Efforts would be made to place some of these on farms, but they would not be experienced farm labour.

Considerable discussion took place concerning working and living conditions in the Canadian agricultural industry. The discussion covered wages, hours of work, housing, workmen's compensation and unemployment insurance.

Some delegates thought that the movement of farm workers into industry might be slowed down to some extent if they were covered by workmen's compensation. A survey had shown that in 1955, only some 7,602 farm workers in Canada out of a total labour force of 800,000 were covered by workmen's compensation, and of this number, 6,900 were in the province of Ontario.

It was also suggested that efforts be made to meet the expected heavy demand for farm labour in 1957 through development of plans for the greater use of local labour supplies, such as students and housewives, better utilization of the existing farm labour force, increased mechanization, increased immigration of experienced help and inter- and intra-provincial movements of seasonal farm help.

During the sessions tribute was paid to J. A. Carroll of the Ontario Department of Agriculture, who retired from his post during the year and was not present at the 1956 conference. He had been a familiar figure at previous conferences.

### Provincial Agricultural Representatives

*Prince Edward Island*—S. C. Wright, Deputy Minister of Agriculture, Prince Edward Island, said his province experienced difficulty in getting help to harvest the 1956 potato and strawberry crops to a greater degree than usual. It was found

that each year the situation becomes a little worse. He thought the reason was that young people are leaving the farms in greater numbers to go into industry, where they work shorter hours for bigger pay.

*Nova Scotia*—S. E. Lewis, Director of Farm Labour for Nova Scotia, said the supply of farm labour during the 1956 season was practically non-existent. This applied to native as well as immigrant sources. It was the most difficult year since the end of the Second World War. He found that persons who normally stayed on farms were going into industry where, in addition to higher salaries and shorter working hours, they enjoy the benefits of workmen's compensation, medical care, unemployment insurance, pensions, etc. He noted that during the year some 50 Portuguese workers had been employed by farmers, but these did not prove very satisfactory, many leaving their employers after two or three weeks of work.

*New Brunswick*—H. F. Stairs, New Brunswick Director of Farm Labour, found only moderate demands for agriculture workers during the year but very high demands in all other industries, including mining, forestry, construction, etc. Farm help was hard to get and, he suggested, would probably be harder to get in 1957. He noted that farm income in the province was not keeping pace with that in other industries, and he could not see indications of any improvement in the immediate future.

*Quebec*—Alex J. Rioux, Director of Farm Labour in Quebec, found 1956 a most difficult year for farm labour. Industry and construction were major competitors for the available labour force of the province, and usually won out over the farmer. He noted that many farm workers went to the United States at peak seasons, and that farmers felt that some restrictive measures might be employed in an effort to curtail this movement. Many groups were canvassed for labourers, including prisons, correctional schools, and Indian reservations. He urged that a conference be held to see if more labour could be obtained from more sources to fill the future demands, which promise to be increasingly heavy.

*Ontario*—J. A. Graner, Chairman of the Ontario Federal-Provincial Farm Labour Committee, found the farm labour shortage the most acute since Second World War days. In some specialized farm fields, farmers had never before experienced such

difficulty in getting help as they did in 1956. Immigration sources proved disappointing. More students than usual were used in agriculture in an effort to offset the farm labour shortage.

*Manitoba*—H. R. Richardson, Manitoba Director of Farm Labour, noted that there was no definite shortage of farm labour during the spring season, but this resulted from weather. A very severe storm extending from Elkhorn, Sask., to Pilot Mound and Mowbray ruined a crop with a potential of an estimated \$20,000,000.

At one point during the season it was feared that help would not be available to harvest the sugar beet crop. But, thanks to the good work of the National Employment Service offices at Portage la Prairie and Winnipeg, assisted most materially by the Department of Indian Affairs, a sufficient number of satisfactory workers was recruited from reservations to meet the needs of the growers.

*Saskatchewan*—L. J. Hutchison, Director of Farm Labour, Saskatchewan, reported that an acute shortage of harvesters was experienced, due to the following combination of factors: (1) Fewer prairie farm workers were available; (2) There were fewer eastern harvesters available; (3) The oil fields and other industry took the prairie labour usually available; (4) Farm workers do not enjoy such benefits as unemployment insurance; and (5) Farmers cannot compete against the wage scale paid to workers in the oil fields and industry.

*Alberta*—F. H. Newcombe, Director of Farm Labour, Alberta, advised that farmers in his province worked harder and put in longer hours during the year to get off their crops, due to the shortage of help, which is constantly being drained off the farms by other branches of the Canadian economy. He noted that this was in spite of the fact that during the harvesting season wages for farm help were very high, some farmers paying as much as \$10 per day, and some giving \$1 and \$1.50 an hour.

To get the sugar beet crop harvested, the search for labour was extended farther than usual—into the province of Saskatchewan and the Indian reservations. Some 400 workers were gained in this search and they proved satisfactory.

*British Columbia*—G. L. Landon, British Columbia Director of Farm Labour, stated that the farm labour situation in his province was becoming progressively worse. Like his colleagues, he attributed the trend

to the requirements of industry, where higher pay and greater benefits can be obtained than on farms.

### Regional NES Reports

Detailed reports on the placement and movement of farm labour during 1956

were given to the conference by officers of the National Employment Service. The speakers were: C. M. Belyea, Atlantic Region, Moncton, N.B.; G. J. Primeau, Quebec Region, Montreal; W. Davison, Ontario Region, Toronto; F. C. Hitchcock, Prairie Region, Winnipeg; and B. G. White, Pacific Region, Vancouver.

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## 5<sup>th</sup> Annual Fair Practices and Human Rights Education Conference

Progress in anti-discrimination campaign described, state of anti-discrimination legislation outlined and Labour's goals in regard to human rights discussed. Enactment of Bill of Rights strongly urged

Recent progress in the campaign against racial and religious discrimination was described by speakers at the 5th Annual Fair Practices and Human Rights Education Conference held in Hamilton early in December. Other speakers at the conference outlined the present state of legislation against such discrimination, and workshop groups discussed fundamental trade union goals in regard to human rights.

The meetings were arranged by the Fair Employment Practices Committee of the Ontario Federation of Labour and the Education Department of the Canadian Labour Congress. The Toronto and Windsor Joint Labour Committees for Human Rights also helped to organize the conference.

This 5th Annual Conference was the first since the merger of the TLC and the CCL, and the first time that a CLC department was a co-sponsor. In former years the meetings were conducted under the auspices of the Ontario Federation of Labour only.

Speakers included Larry Sefton, Director, Region 6, United Steelworkers; James Turner, Director, Fair Practices Department, United Rubber Workers; Kalmen Kaplansky, Director, Jewish Labour Committee of Canada; Reg Gisborn, Ontario MPP and United Steelworkers Staff Representative; B. H. Hardie, Industrial Relations Officer, federal Department of Labour; G. L. Greenaway, Ontario Department of Labour; J. F. Nutland, Officer, Ontario Fair Accommodation Practices Act; and Andrew Brewin, QC.

### Larry Sefton

Labour's campaign for human rights was as important as collective bargaining activities, the United Steelworkers' District 6 Director told the delegates. "In the present world situation, with people in many parts of the world attempting to establish their status as human beings with adequate living standards and freedom to develop according to their individual abilities, it is important that the western democracies set an example of a society in which these aims can be achieved," he asserted.

He announced that the Steelworkers International Executive Board had recently decided on the production of a documentary film on the questions of discrimination, prejudice and human rights in present-day society. The object of producing this film for showing to labour and other groups, he said, was to develop a code of behaviour in regard to fair practices.

### Kalmen Kaplansky

As evidence of the success of Labour's fight for legislation safeguarding human rights in Canada, the Director of the Jewish Labour Committee of Canada and Associate Secretary of the Standing Committee on Human Rights of the CLC pointed out that six provinces now have fair employment practices laws: Nova Scotia (1955), New Brunswick (1956), Ontario (1951), Manitoba (1953), Saskatchewan (1956), and British Columbia (1956). This, he said, was in addition to the federal Fair Employment Practices Act passed in 1953.

He mentioned that two provinces, Ontario (1954) and Saskatchewan (1956), have also passed laws forbidding discrimination in regard to public accommodation. Only four provinces—Quebec, Alberta, Prince Edward Island, and Newfoundland—have failed to pass any laws against discrimination, he remarked.

Notwithstanding Labour's success, much remains to be done, he pointed out, citing as an example of this the experience of the Toronto Human Rights Committee when it recently conducted a research project to test the effectiveness of the present Ontario law.

In this project, a qualified person had applied for office work both through private and government agencies and direct to private firms. Forty establishments had been visited in the course of a week, and in three out of four placement agencies the applicant was told that it was the usual practice to inform the employer of the race and religion of the applicant. One agency staff member said that she "made it a point to volunteer information about a person's race or religion to the employer". A member of the staff of another agency said that employers were always told beforehand about race or religion "to save embarrassment" for the girls. Sometimes race or religion were mentioned by the employer in his statement of the requirements of the job.

Such practices, Mr. Kaplansky said, certainly violate "the intent and spirit of fair employment practices legislation, if not the actual letter of the law," yet they were probably normal even in those provinces which have such laws.

The same investigation, he went on to say, showed that five out of sixteen insurance companies, two out of four head offices of banks, and three out of thirteen offices of business firms used employment application forms which contained questions deemed illegal under provincial and federal Fair Employment Practices Acts.

If a test project involving only one person and lasting only a week showed that 25 per cent of the firms studied were violating our fair practices laws, it showed, Mr. Kaplansky said, that action was needed not only to enforce the law but also to acquaint the public with the principles and philosophy underlying the law. "In the final analysis it is the people themselves who must see that the rights of all Canadians are to be effectively safeguarded and legislation protecting these rights effectively enforced," Mr. Kaplansky concluded.

## B. H. Hardie

In an address on "Anti-Discrimination Laws in Operation" Mr. Hardie pointed out that discrimination in employment was dealt with in three federal legislative measures: one in the Unemployment Insurance Act which was designed to prevent discrimination by the National Employment Service in referring job applicants to employers, an Order in Council which required a non-discrimination clause in all government contracts, and the Canada Fair Employment Practices Act. He then went on to outline the provisions of this Act.

Before the Act came into force, the federal Department of Labour, Mr. Hardie said, had been aware that many application forms in use violated the provisions which were to be incorporated in the Act, although in most cases such questions were not asked with any intention of discriminating. With this fact in mind a memorandum entitled "The Status of Employment Practices Act" had been prepared and sent to all employers under federal jurisdiction. This in many cases had had the desired effect of causing employers to amend their forms accordingly, and had thus reduced the problem of discrimination in employment.

The number of formal complaints under the Act, the speaker pointed out, had been comparatively small. Most of them complained of discrimination in employment because of colour, some alleged that application forms contained discriminatory questions, and the rest alleged discrimination because of race or national origin. Out of the 19 complaints made so far, 17 had been settled either by conciliation officers or by correspondence, one had lapsed and one was under investigation. So far it had not been necessary to go beyond the persuasive or conciliation stage in settling the complaints, Mr. Hardie said.

The speaker went on to outline the publicity measures which the Department had taken in support of the Act. These measures included radio talks and plays, the distribution of posters, pamphlets and booklets, advertisements in foreign language newspapers, and the distribution of films through the National Film Board.

## J. F. Nutland

Although the number of official complaints received under the Ontario Fair Accommodation Practices Act of 1954 had not been large, they had required careful analysis, Mr. Nutland said. In most cases the proprietors of establishments complained of, he stated, had co-operated with

the Department of Labour in expressing their regrets if the complaints had proved to be justified.

He said that since the Act first came into force up to October 31, 1956, out of a total of 34 complaints received, 27 complained of refusal of service, accommodation or facilities because of colour, and seven because of race. The types of establishments complained of had included four apartment houses, six taverns, one trailer camp, three summer resorts, three barber shops, one dance hall and two restaurants.

In the most recent complaint against an apartment house a commission appointed to decide the complaint had ruled that an apartment house was not ordinarily open to the public, and consequently did not come within the scope of the Act, the speaker said.

He remarked that two differing decisions had been given in the Appeal Court on prosecutions under the Act, one decision being that the prosecution had failed to establish beyond all reasonable doubt that there had been discrimination because of colour, and the other holding that as there had been no other apparent ground for refusal it was on the obvious ground of colour.

### **Reg Gisborn**

Several "basic necessities" needed to make anti-discrimination laws work as they were supposed to were outlined by Reg Gisborn, MPP, of the Steelworkers. These, he said, were changes that Labour's representatives in the provincial Legislature would support and demand. They included: a positive education program to promote understanding of the law; setting up of a separate branch in the Department of Labour to deal with complaints and to carry out publicity work against discrimination; amendment of the FEP and FAP Acts to make the penalties for non-compliance more stringent; an amendment of the FAP Act to bring apartment houses within the scope of the Act; and the setting-up by the Ontario Government of a Citizens' Advisory Committee to act as a consultant to the Government on questions dealing with its anti-discrimination laws.

The Ontario Government was criticized by the speaker for not doing enough to back up its legislation against discrimination. "The inauguration of the changes mentioned above, instead of fine words from Government leaders," he concluded, "will help to make our anti-discrimination legislation a living law and effective guiding principle in building a society of true brotherhood and equality."

### **James Turner**

"Discrimination and segregation are luxuries North America can no longer afford," James Turner, Director of the Fair Practices Department of the United Rubber Workers, told the delegates in the closing address of the conference.

Racial discrimination in the United States, he said, cost the country \$30,000,000,000 a year in the duplication of schools, libraries and other public buildings and services. "In its duplication of facilities and wastefulness of human resources it is economically costly. Its moral aspect is no less serious. To those who preach the brotherhood of man and the fatherhood of God, racial segregation in daily relationships is destructive of principle and moral fibre," he continued.

Out of the total world population, the speaker pointed out, 1,000,000,000 were coloured; the West could muster only about 500,000,000; those under Russian influence numbered about 800,000,000; while the so-called neutrals, who made up the remainder, included a majority of coloured races. He said that it was necessary for us to get the friendship of the coloured people of the world in order to survive and strengthen ourselves against threats of Communist tyranny; and, he remarked, we could not gain their friendship if we treated their coloured brothers in our own countries as second-class citizens.

### **Andrew Brewin, QC**

A strong plea for a Canadian Bill of Rights was made by Andrew Brewin, a former member of the Ontario Legislature, in an address to the delegates at the conference banquet.

The first defence of a free society "lies in an enlightened, alert, informed public opinion, sensitive to encroachments on freedom from governments, from demagogues, from waves of hysteria and from pressures to conformity," the speaker asserted.

"But in addition to public opinion," he said, "there are other important weapons. These weapons include legislation such as you have been discussing, for example, fair employment practices legislation, the protection afforded by the rule of law, and an independent judiciary and collective bargaining legislation. A most important weapon in the arsenal of freedom would be a constitutional bill of rights, and it is this which I now suggest should be incorporated into our constitution or fundamental law."

The speaker admitted that "no declaration, no bill of rights, no piece of paper can protect our freedom unless we are alert, vigorous and courageous." Nevertheless, he maintained, "a bill of rights enshrined in the constitutional document which is the pact that unites us as Canadians would serve as a reminder that our society is based upon certain freedoms that must be preserved." Labour, he said, would continue to press for such a bill of rights.

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Subjects discussed by the special workshop groups, four of which were conducted simultaneously, included: The Shop Steward and Human Relations, The New Canadian and the Union, Human Rights in the Community, and Developing Education Programs in Your Local on Fair Practices. Group leaders were: W. C. MacDonald and J. Turner, Henry Weisbach, Gower Markle, and Harry Ross.

## Occupations of University Women—2

Second instalment of article based on replies to questionnaire sent by Women's Bureau to members of Canadian Federation of University Women deals with three professions: nurses, social workers, librarians

### The Nurses

"Right from the start my training as a nurse has given me scope. On finishing high school I went to university but after one year decided to enter a large American hospital where I secured the nursing diploma and a certificate in public health. On graduating I joined the nursing staff of the hospital where I had taken my training, working as head nurse in the pediatric ward. Later I spent some years in hospital nursing at home in Canada and then was appointed as a provincial inspector of hospital schools of nursing. In 1941 I joined the nursing service of the RCAMC and spent the remaining war years as matron of a large military hospital. After the war I returned to university and completed my B.Sc.N. degree, taking the certificate in nursing administration. Then I became assistant director of the nursing branch of the department of health in my province, later being appointed the director."—*A woman who has spent 25 years in the nursing profession.*

"I am looking forward to taking the Master's degree in public health nursing, the field in which I have been working since I completed my B.Sc.N. in 1951. My first public health job was in maternal and child welfare; then I was appointed senior public health nurse with supervision of a staff of ten nurses for a population of 55,000 people. I had begun my nursing career with general hospital training and experience, however, and before entering the university had served as a nursing sister with the Army. The public health field I find especially satisfying in that one

has a sense of helping to further the great possibilities of preventive medicine."—*A woman who after 15 years in the profession of nursing still sees fresh possibilities in the future.*

"Immediately following the completion of my B.Sc.N., having specialized in public health, I joined the health unit of a small city where I had responsibility for orienting newly graduated nurses in the public health services. After one year I was married and went with my husband to the coast. There for three years I was public health nurse in a section of a large western city. Then we moved to an American college centre where I became an assistant nurse in the health services of the university. My job was related to the nursery school program in connection with the School of Education, and I also taught nursing. At present I am wholly involved with family responsibilities but some day I hope to take up either administration or teaching in the nursing field."—*A younger woman whose professional training as a nurse has opened many doors both before and after marriage.*

"After my graduation from a university school of nursing where I had specialized in public health, I was appointed to the health services of a large city. After two years I went into a hospital health service where I did clinical work with ward patients. Later I became assistant supervisor of a district office of public health and supervisor of the staff. We never had enough time to do all there was to do, but

I enjoyed my work very much and found special satisfaction when through the health services we were able to help to bring about improvements in family life. Now I, myself, have a young family and at present am not able to do more than some volunteer clinical work."—*A still younger woman whose nursing education enables her to be of service as a volunteer in the community, while she devotes her main energies to her home and family.*

The experience of the nurses who answered the Women's Bureau questionnaire is widely diversified individually but without exception has been varied and interesting. Public health is the predominant field in which they have specialized, but there are a considerable number also who are engaged either in nursing education or the administration of nursing services. Army service is reported most frequently among those who are still in their thirties, most of whom completed their training during the early years of the war. Those past 40 years of age who have been nursing sisters with the Services, while fewer in number, were more often in such responsible posts as that of a matron in a military hospital. Several who spent time in the Armed Services later undertook university studies and are now in positions of administration and supervision.

Of those in more responsible posts, several have taken higher degrees outside Canada, and two are now teaching in the university schools of nursing; also, several are educational directors of large hospitals, some giving instruction in surgical nursing. All have had wide experience, including hospital nursing, laboratory work, public health, nursing education and health counselling, as well as the fields already mentioned.

According to the most recent statistics available from the Canadian Nurses Association, fewer than 3 per cent of nurses in Canada are university graduates, though the number is increasing from year to year and represents a new and interesting trend in the development of the profession,\* which includes more than one-fifth of all professional women in Canada. Therefore, although the responses to the Women's Bureau questionnaire do not allow of reliable generalization regarding the profession

as a whole, they are of particular interest because all of the respondents are university graduates.

Formerly the nurse who was a university graduate had in all probability taken her basic training in nursing after completing a university course, which might or might not have been related to her future career. Sometimes such a person was a graduate who had turned from teaching to nursing. On the other hand, some of those who first completed their basic hospital training later entered university to study in fields of related interest or, more recently, to take the post-basic training offered by a number of university schools of nursing and leading to the B.Sc.N. degree. Among those who responded to the questionnaire all these types of experience occur, especially among those in the upper age groups. Most of the younger women, however, immediately after high school entered university courses in nursing which include basic training and graduated with B.Sc.N. degrees.

### Participation of Married Women

Nursing is a profession in which women frequently continue after marriage. Exactly half of those who responded to the Women's Bureau questionnaire are married and of these one-half are practising their profession either full or part-time. One woman who had had experience in public health, after some 15 years at home, returned to work as a public health nurse in a large metropolitan area. Another is teaching full-time in the public health field.

The majority of the younger married nurses who are working, having also the responsibility of homes and young children, are engaged in part-time work. Among those who are married and not in gainful employment, several are serving the community through voluntary work, usually in local clinics for mothers and children.

### Salaries

On the whole, nurses' salaries tend to be low. Those of the respondents to the Women's Bureau questionnaire are no exception, though they show evidences of recent increases. For instance, a clinical instructor who graduated with the B.Sc.N. degree in 1950 is now, in 1956, receiving between \$5,000 and \$6,000, whereas others with similar training and experience who had left their work to be married were receiving between \$2,000 and \$3,000 in 1952; and between \$3,000 and \$4,000 in 1954. The salaries of those who have had only a few years experience in administrative or supervisory work are in the range from \$3,000

\*Information on newer developments in nursing education, including details of courses offered by various universities, is available from The Canadian Nurses Association, 270 Laurier Avenue West, Ottawa, Ontario.

to \$5,000, and among the older group with longer experience a few rise to the range of \$6,000 to \$8,000.

### Reasons for Choosing the Profession

"Interest in nursing from childhood and the encouragement of my family turned me to nursing. Then experience as a ward aide during the war confirmed me in my choice." The nurses' motives of choice of an occupation as recorded in replies to the Women's Bureau questionnaire are not unlike those of the teachers. Family encouragement is an important factor, though it occurs less frequently than among the teachers. Association with skilful nurses and admiration of their work are the reasons most often given.

The fact that nursing is a field almost exclusively for women holds some attraction. For example, one woman writes: "I wanted to enter a field without male competition. I had four brothers who were brilliant students, and I wanted to study only with girls." She therefore took her B.Sc.N., specializing in public health work, and is one of those who has continued in the profession after marriage.

The reasons for selecting a particular field within the nursing profession usually reflect a broader and more mature outlook. Public health, for instance, tended to appeal to those who felt an urgent sense of the importance of nursing as a social service in the community and of its contribution to the maintaining of health standards. An interest in nursing education was awakened in some cases during the period of basic training, when methods of working with student nurses were either admired or deplored, and in others resulted from mature conviction of the importance of the profession as an integral part of the health services of the community.

### The Social Workers\*

"As executive director of a city welfare council I am responsible for the co-ordination of welfare activities in the city and for the development of community leaders in the welfare field. I am the secretary of all special committees of the Council; I work with the Community Chest in planning and promoting the annual campaign and I am responsible for seeing that information relating to welfare matters in the community is kept up to date. I must also be informed about the work of welfare agencies of the provincial and federal governments. My most challenging task is to be alert to the changing social scene in

### Difficulties

The apathy of the population in general in relation to health is a frequent source of discouragement to the nurses who replied to the questionnaire. A lack of community support for public health services is acutely felt, and those engaged in health education feel that the importance of this new phase of nursing has not yet been given sufficient recognition, even within the profession.

One of the most penetrating expressions of difficulty comes from several who have had long and distinguished experience who feel that "many doctors tend to regard nursing as a subordinate rather than a co-operative profession in the field of health".

Inadequate salaries which hinder the securing of qualified personnel create a serious problem in administrative work, and there is widespread concern about the shortage of nurses. The more personal problems of coping with heavy work routines and the preparation of reports together with lack of time for outside interests also weigh heavily.

### Sources of Satisfaction

The rewards of the profession, however, are for more strongly emphasized than the difficulties. There is satisfaction in "the sense of doing needed work". There are interesting and varied contacts with people, and for those who are teaching, enjoyment in working with student nurses.

There is almost unanimous agreement about the advantages of university education for nurses. One person describes the course she took in a university school of nursing as "unequalled preparation for a professional approach to nursing and an awakening to realization of the social responsibilities of the profession".

the community, what these changes portend and how the welfare council can help to stimulate developments to meet new situations."—*A woman, now nearing retirement, who for 18 years has been an administrator of social welfare services.*

"Concern for the less fortunate was a part of my childhood environment. My father was interested in social service, and my mother was an active volunteer in settlement work. The influence of a history professor who awakened his students' minds to the inequalities within society was another factor in my turning to social work. After graduating from the university

\*Monograph No. 12 in the Department's Canadian Occupations series, *Social Worker*, gives useful information on this profession.

I took the diploma course in social science and went to work for a children's aid society. After my marriage for a good many years I was involved in family responsibilities, but when my children had grown up I completed the B.S.W. degree. I should like very much to take further training and return to work."—*A woman to whom social work has been a vocation from early youth.*

"The experience of teaching crippled children made me want to learn more about anatomy and physiology. This led to my taking nurses' training. Then working with ill people awakened my interest in their psychological problems and social circumstances, and I decided to study social work. I took first the B.S.S. and later the M.S.S. degree. For the past three years I have been working in psychotherapy and am now responsible for the administration of a mental hygiene clinic. Through these various steps I have learned better understanding of both myself and of society all around me. I believe that my training and experience have enabled me to more adequately help the individuals and the groups to whom I have given my services. —*A thoughtful French-Canadian woman.*

"As a field worker in child welfare with unmarried parents, under the auspices of a provincial welfare department, I am constantly aware of the challenge of work with people from all walks of life. Our greatest difficulty is lack of adequate funds."—*A young woman, not yet thirty, with the B.S.W. degree who would like to proceed to the M.S.W. degree.*

The extensive ramifications of social work are strikingly illustrated in the responses to the Women's Bureau questionnaire. Among the employing bodies are agencies supported by government at all levels, municipal, provincial and federal, as well as voluntary organizations financed in large part by Community Chests.

The predominant field of employment is child welfare, including placement and adoption, foster-home finding and supervision, case work with individual children, probation work and the conduct of day nurseries. Medical social workers comprise the next largest group; they do case work with hospital patients relating to factors contributing to illness, are responsible for liaison between patients and community agencies and do some research. A number of respondents are in administrative positions in community welfare.

Most of those who responded to the questionnaire had taken one year of post-graduate professional training leading to

the B.S.W. or B.S.S. degree. A smaller number had completed the M.S.W. or M.S.S. degree. Several, chiefly from the older age groups, have diplomas in social work, a type of training which preceded the present post-graduate degree course. Several had taken special courses in either American or British universities. A number have turned from teaching or secretarial work to social work, and these, with only one exception, had taken some training in preparation for their new field of work.

## Participation of Married Women

Two-thirds of the social workers who responded to the Women's Bureau questionnaire are married women, of whom a small proportion are gainfully employed in their profession and as many are engaged in voluntary work. Among those under 40 years, there are several who plan to take refresher courses, looking forward to returning to work. Among the older group there are some who have not re-entered employment because of inhibitions on the part of their husbands, while there are others who feel that a return to their profession after their children were grown up has been a good experience. "It has kept me from stagnation," writes one woman. In other cases, respondents have found satisfaction in work as volunteers for the V.O.N., the Y.W.C.A., the Red Cross or as members of the directing boards of other community social agencies.

## Salaries

The majority of the social workers who responded to the questionnaire receive salaries in the range from \$3,000 to \$4,000. This is probably because child welfare, one of the less well paid fields of social work, predominates among the responses. The highest salaries recorded are in the \$4,000 to \$5,000 range, but there are fewer in this range than in that from \$2,000 to \$3,000. The fact that only current salaries are included in this analysis reflects the generally low salaries in the profession. Social work, to a large extent, has grown out of philanthropic enterprise, and one of the problems of establishing its recognition as a profession lies in the securing of more adequate salary scales.

Fuller data regarding the earnings of social workers may be found in the chapter on women's earnings in *Women at Work in Canada*, a fact book on the female labour force, published by the Women's Bureau.

## Reasons for Choosing the Profession

Interest in people, a concern for human need and a desire to be of help are the factors most often mentioned by the social workers who replied to the questionnaire as influencing their choice of the profession. Some found their interest through voluntary work in a social agency, often while at university, others through friendship with social workers "who opened up whole new fields of interest" for them. Some absorbed it from "a family tradition of social service" or from experience that brought them into touch with people whose problems were beyond their strength.

To some it came earlier in life than to others. For example, one woman writes: "While still in high school I discovered that my deepest interest was in people rather than in things or in more abstract subjects. Psychology was being much discussed, and intelligence testing was becoming fashionable; when I entered university I decided to major in this fascinating new subject. Then when I had to decide how I would earn my own living, I found I needed further training and chose social work." Another woman writes of "floundering around" at the university until she finally took psychology. Another mentions that her decision to study sociology at university was the key to her choice of occupation.

## Difficulties

"Most of the problems of social workers come from the fact that they are in a new profession, one not yet fully accepted among the professions nor by the community," writes one woman who might be the voice of all the social workers who answered the questionnaire. Replies reflect the frustrations of shortage of funds, lack

of trained workers and the resulting overwork, especially for those in positions of responsibility. Similarly frustrating and, to quote one person, "depressing", is the lack of personnel and financial resources to be able to provide constructive help for particular groups such as "unadoptable children", "problem girls" and "protection cases".

The particular difficulties of professional women occur also: for example, "lower salaries paid to women whose competence is equal or sometimes even superior to that of their male colleagues" or again, "lack of equality in promotion". One respondent comments on the undermining effect of "general acceptance of the idea that women are impulsive and intuitive and therefore incapable of objective judgment".

## Sources of Satisfaction

The interest and stimulus of working with people from all walks of life stand out among the sources of satisfaction recorded by those who replied to the questionnaire. "One's understanding is broadened as one accepts responsibility for helping others to help themselves."

The challenge of a new profession appears to more than compensate for the difficulties that are encountered. There is marked appreciation of the stimulation of keeping up with developments in the various specialized fields of social work.

One woman records her particular satisfaction in being in a profession that makes possible a work schedule that allows for "an outside job" along with marriage and a family. Another writes: "There is no monotony. One is constantly meeting and working with interesting, responsible people; but hours are long, and there is little chance for social life apart from one's work."

## The Librarians

"Library work was a logical choice of occupation for me because of my intense interest in books and reading. I do reference work in a large public library, advising readers, answering questions, directing people to sources of information and preparing book lists on various subjects. Although there are times when I find my work exacting and physically tiring, I very much enjoy meeting and working with all kinds of people."—*A woman who has been in reference library work for more than 25 years.*

"My first library work was cataloguing; I worked in both public and university libraries. Then I spent some time as

assistant to the chief librarian in a large city library. My present work as a provincial librarian is the promotion and development of libraries throughout the province and the supervision of book services to people in isolated places."—*A woman who has had a long career as a librarian.*

"At the university I specialized in political science and history and, while doing research in the archives during the summer holidays, became interested in working with original documents."—*An assistant provincial archivist.*

"I first became interested in library work when as a high school pupil I had a part-

time job in a public library under the supervision of a capable librarian. At first I was a clerk, then I helped with the mending of books and the care of records and films. Later I began to assist people with the choice of books and was given responsibility for arranging library classes for new Canadians."—*A general librarian is telling how she found her métier at an early age through competent supervision in an after-school job.*

An extraordinary variety of work is represented in the responses of librarians to the Women's Bureau questionnaire. The majority have been engaged in public library work. There are heads of branch libraries in larger cities and chief librarians in municipalities with only one public library. From larger centres with extensive public libraries that require greater specialization there are persons who are engaged exclusively in reference work, ordering and cataloguing, circulation or children's work. Most of the university librarians who replied to the questionnaire are doing cataloguing or reference work. Persons in charge of libraries in teachers' colleges and high schools are included also, and there are several who work in research libraries in connection with universities or in industry, and a number are employed in governmental libraries. A few are engaged in some of the broader community aspects of library work, such as the supervision of school libraries in a metropolitan area, the direction of mobile libraries that serve remote districts, and the administration of provincial library services.

While by far the majority of those who responded to the questionnaire began their professional careers in library work, there is a considerable proportion who turned to the library from the classroom—teachers in both elementary and high schools. A few worked first in the secretarial field, in some cases with duties related to an office library. With few exceptions all have had professional training, usually completing the degree of B.L.Sc. Several have advanced to the M.L.Sc., and there are some in the older group who, before the post-graduate schools of library work were fully established, took professional courses leading to a diploma rather than a degree.

### Participation of Married Women

In the age group of 30 to 39 the largest proportion of responses came from married women, almost half of whom are working. One who is the mother of one child does full-time work as a children's librarian; another who has three children is a part-time cataloguer. Most of those in this

age group who at present are not employed express no interest in returning to work, but one woman who had done library work without professional training plans to take the course leading to the B.L.Sc. degree in preparation for a job when her children are older.

Of those in their twenties who replied to the questionnaire, one-third are married, but none is continuing to work. One of them, however, records with particular satisfaction how she revives her professional contacts through a short-time job each year as a representative of an educational publishing house at conventions of librarians.

### Salaries

Current salaries of those who answered the questionnaire vary from the range of \$6,000 to \$8,000 to that from \$2,000 to \$3,000. Those in the latter group are either doing part-time work or have no professional training in library work, while those in the range above \$6,000 are all filling administrative positions with heavy responsibilities, for example, as chief librarians and metropolitan or provincial supervisors of library services.

The majority receive from \$3,000 to \$4,000; while those in this salary group fill a wide variety of positions in medical, commercial, school and public libraries, cataloguers outnumber other categories of workers.

Next in number are those who receive from \$4,000 to \$5,000, and again their work is widely varied, including specialized fields in university libraries and administration, usually as assistants to the heads of public libraries in cities of average size.

Those in the range from \$5,000 to \$6,000 are either heads of such public libraries or in responsible positions in specialized aspects of library work.

### Reasons for Choosing the Profession

Enjoyment of books and reading has been the most important factor in turning the librarians who answered the Women's Bureau questionnaire to this profession. Second only to interest in books is a desire to work with people; children are mentioned especially. There is a small group, however, who appear to have been more interested in ideas than in people. These had learned the intellectual appeal of working with original documents or wanted to advance their knowledge of a particular field of learning such as science or history. Some of those whose interest is in science are in research libraries, either in a university setting or in industry.

A sense of "at homeness in a library atmosphere" has sometimes awakened a desire to work in that atmosphere. For example, one person writes of her family having always used the public library; from early childhood she had been at home in the library and interested in the work of the librarians. Several record similar experience as a result of having had an after-school job in a library while still in high school. When well supervised, such experience proved to be an apprenticeship through which they learned some of the basic skills that gave them confidence to enter the field professionally. Others in their formative years knew librarians and became interested in library work. Most of those who have turned from teaching to library work have done so either because of a desire for more personalized work than the classroom afforded them or to be able to concentrate on reading as an element of education.

### Difficulties

Heavy work loads, inadequate operating budgets and low salaries are the chief difficulties recorded by this group of librarians. They express concern at the indifference of many—perhaps most—people towards the values of books and reading and the consequent unwillingness of elected municipal bodies to pay for adequate library services. There are several who feel that even library board members, identified as they are with the aims of the library, often hesitate to

endorse constructive programs and sometimes fail to recognize that library work is a profession for which special training is required.

Problems typical of many professional women are mentioned also, for example, differentials in both salary scales and opportunities for advancement between men and women. "The senior positions almost invariably go to men," writes one woman, "and often to men who have no professional training in library work." Several express regret that pension systems are localized, tending to limit mobility which would help prevent individuals "getting into a rut".

### Sources of Satisfaction

The gratitude of satisfied readers is the unflinching reward of the librarian. Many of the satisfactions recorded are personal in nature, for example, pleasure in working with "all kinds of people", with "vital adults" or "with children"; "the fascination of original documents"; "the ready access to information", and "continuous learning".

A considerable number, on the other hand, see their work in a social context, a service to the community in the promoting of good reading and the furthering of education. "There is a very real sense in which a librarian can open up new fields for people, and at the same time one's own outlook is expanded," one respondent wrote.

(Further instalments will appear in subsequent issues.)

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## Professional Association of Industrialists

President tells delegates to 12th annual convention that Association is "striving constantly to establish social peace" in Quebec Province

The 12th annual convention of the Professional Association of Industrialists was held at Quebec from November 8 to 10, under the chairmanship of Lt.-Col. Hervé Baribeau of Lévis.

The theme of the convention was "Exigencies and vitality of private enterprise".

The PAI is an economic and social organization to which an imposing number of employers in the province of Quebec belong; its purpose is to protect and defend the interests of these employers and to make the Christian concept of business life better known and more widely practised.

In his annual report presented at the banquet which marked the opening of the convention, the President noted that labour-management relations have become less strained in the province during the last few months.

Convinced that the PAI, by its personal contacts, has helped to lessen this tension, Col. Baribeau stressed the fact that the Association "is striving constantly to create an atmosphere of confidence among the various classes of society and to establish social peace in the province".

The President also announced that the International Union of Catholic Employers' Associations will hold its world congress in Montreal next September.

His Excellency Msgr. Maurice Roy, Archbishop of Quebec, spoke briefly at the opening, calling on business men to take their inspiration from the social doctrine of the Church.

"The head of a concern," he added, "must also possess ability, a fair and enlightened mind and a knowledge of human problems. He must not apply himself solely to material questions."

The Hon. Paul Beaulieu, provincial Minister of Trade and Commerce, also called on business men to co-operate with one another in order to bring about the full economic development of the province of Quebec.

He added that the rôle of the State cannot be other than supplementary, that the State cannot replace private enterprise.

### Private Enterprise

Three speakers dealt with private enterprise, its nature and legitimacy, its exigencies and its vitality.

Marcel Clément, economist, denounced the nationalization of concerns, which he considered a makeshift, even when legitimate, accentuating the mechanical nature of economic life.

"Not only is private enterprise legitimate," he said, "but it is in itself the normal industrial economic institution, since it is most in keeping with the nature and dignity of the human being."

Another economist, Jacques Mélançon, went still further.

"Nationalization in any form whatsoever of production, distribution or transportation companies is a mistake," he said, "whether or not these concerns are so-called key undertakings and whether or not the nationalization seems to present any real advantage at the time it takes place."

Analysing the exigencies of private enterprise, Mr. Mélançon said that it must meet the requirements of the law of life, that is of progress, and the upholding of the common good. He added that, with regard to the State, private enterprise must meet the requirements of all human relations and accept the rôle of the intervention of the State by its laws and the repression of abuses, and that, with regard to the individual, private enterprise has its requirements of justice and charity.

The third speaker, Roger Régimbal, Director of the PAI's Industrial Relations Service, stressed the fact that Canada's development in the past century has been due to the inner vitality of private enterprise.

Mr. Régimbal noted that the vitality of private enterprise needs a favourable

atmosphere if it is to survive. "Threats are now hanging over it," he said, "and it will find help and protection only in association, the manifestation of indispensable solidarity."

### The Necessary Atmosphere

Coming back to the subject of the atmosphere necessary for private enterprise, Louis Beaudoin, Professor of Civil Law at McGill University, deplored the inadequacy of legislative improvements in view of the industrial transformation which has taken place in less than 50 years.

"Legislative improvements are always slow," he said, "in comparison with the lightning speed of industrialization." He explained that "the notion that the employer chooses his employees is past; mass, anonymous hiring now corresponds to mass capital."

Noting that employers and employees are gaining a better and better understanding of the need for co-operation with a view to seeking a basis for common understanding, he called on labour and capital to combine.

"Established prejudices must be overcome," he said, "and an attempt must be made to create the proper moral and psychological atmosphere so that, in this century of mass production and anonymity, there may be no more watertight divisions between capital and labour."

### Employers' Solidarity

J. G. Lamontagne, the PAI's Director of Public Relations, denounced the lack of solidarity shown by employers in the province of Quebec, whose inertia, as a group, has left "almost all initiative to the State and to the trade unions".

Elaborating on this, Mr. Lamontagne pointed out that the initiative in spreading and applying Christian social doctrine was not taken by the employers, nor was it they who inspired social legislation.

He therefore urged employers to show greater solidarity in order to regain the initiative in the social, economic and labour relations fields.

Employers' solidarity, Mr. Lamontagne stated, consists of "looking after their business together and forming groups so as to carry out their duties as leaders more effectively".

"Employers' solidarity," he added, "must be constructive, not negative, freely and voluntarily accepted and conceived in such a way as to unite without unifying, co-ordinate without absorbing, group without merging."

## Claude Jodoin

The co-operation of labour, said Claude Jodoin, President of the Canadian Labour Congress, is essential to private enterprise.

He specified that the labour movement is in favour of private enterprise "in so far as it allows of adequate working conditions and social benefits".

Mr. Jodoin stated that there is still too much resistance to the labour movement, and he called the remarks of certain employers' representatives "too virulent".

The CLC President also protested against the fact that too great an attempt is made to inculcate the idea that the Canadian labour movement takes its instructions from the American organizations.

"Canadian workers, in Canadian industry set up with English, American and Canadian capital, make their own decisions," he said.

## Reports from the Services

Arthur Matteau, head of the Industrial Relations Service, reported that not a single strike or serious dispute had occurred in the establishments of the 221 employers who had had recourse to his service during the year.

He added that the number of collective agreements settled by direct bargaining is increasing all the time and that the number of agreements signed for a period of two years is also increasing.

Claude Lavery, General Secretary and legal adviser, reported that the regional sections of the PAI had held 42 monthly meetings and five study days.

The Secretary of the Study and Social Action Service, G. H. Dagneau, pointed out that a series of lectures and a study day had been organized by his Service for the purpose of improving the means at the disposal of employers for increasing their professional skill.

J. G. Lamontagne, Director of Public Relations, announced that a tenth regional section is being planned, at St. John.

## Elections

Lt.-Col. Hervé Baribeau was re-elected General President, by acclamation, for his third term.

The two Vice-presidents are Lucien Arcand of Victoriaville and Paul D. Normandeau of Drummondville. Bertrand Langlois of Terrebonne is Treasurer and Marcel Allard of Montreal is the Honorary Secretary.

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# Industrial Fatalities in Canada during Third Quarter of 1956

Deaths from industrial accidents\* increased by 28 from the previous three-month period. Of the 348 fatalities in the quarter, largest number, 95, occurred in construction; 72 recorded in transportation

There were 348† industrial fatalities in Canada in the third quarter of 1956, according to the latest reports received by the Department of Labour. This is an increase of 28 fatalities from the previous quarter, in which 320 were recorded, including 21 in a supplementary list. In the third quarter of 1955, 406 fatalities were listed.

\*See Tables H-1 and H-2 at back of book.

†The number of industrial fatalities that occurred during the third quarter of 1956 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures as shown include 85 fatalities for which no official reports have been received.

During the third quarter of 1956 there were seven accidents that resulted in the deaths of three or more persons in each case. On August 27, the eight-man crew of the tug *Clearwater* was lost when the ship sank during a heavy gale on Lake Athabasca, Alta. At the time of the accident the tug was towing three barges from the mouth of the Athabasca River to Crackingstone Point. A collision between a truck and a railway train near Pickering, Ont., on September 8 resulted in the deaths of the train fireman and three construction workers riding in the truck. An aircraft crash near Cold Bay, Alaska, on August 30, cost the lives of the pilot, navigator and two stewardesses. In all 15 persons were killed in this accident, which occurred when the airliner was attempting to land.

The remaining four accidents were responsible for the deaths of three persons in each case. On July 11, three employees of a construction firm were killed when the plane in which they were travelling crashed on Mount Lolo, B.C. A head-on collision between two trains at Huronian, Ont., on July 31, resulted in the deaths of the engineer, fireman and brakeman. At Pikauba Lake, Que., three men engaged in logging operations were drowned August 9, when they jumped into the water to avoid the fire which followed an explosion aboard their motor launch. On August 11, three miners lost their lives at Invermere, B.C., when safety bars separating two levels of the mine gave way, killing one of them and causing the other two to be buried by falling rock.

Grouped by industries (see chart p. 50), the largest number, 95, was recorded in construction. This includes 41 in highway and bridge construction, 28 in miscellaneous construction and 26 in buildings and structures. In the same period in 1955, 89 fatalities were recorded in this industry, including 42 in buildings and structures, 26 in highway and bridge construction and 21 in miscellaneous construction. During the second quarter of 1956, 51 construction fatalities were listed: 19 in buildings and structures, 19 in highway and bridge construction and 13 in miscellaneous construction.

During the quarter, accidents in the transportation industry were responsible for the deaths of 72 persons: 30 in steam railways, 17 in water transportation, 12 in local and highway transportation and 11 in air transportation. For the same period in 1955, 55 deaths were reported in transportation: 20 in local and highway transportation, 15 in steam railways and nine in water transportation. Work injuries in this industry during April, May and June were responsible for 45 deaths: 15 in steam railways, 13 in local and highway transportation and nine in water transportation.

In the manufacturing group, industrial injuries accounted for 40 of the total fatalities reported. Of these, 10 occurred in iron and steel, seven in non-metallic mineral products, six in wood products and five in transportation equipment. In the corresponding period in 1955, 63 manufacturing fatalities were listed, including 14 in wood products, 11 in iron and steel, 10 in transportation equipment and nine in food and beverages. Accidents in manufacturing in the second quarter of 1956 cost the lives of 37 persons: eight in food and beverages and six in each of the chemical and transportation equipment groups.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

Accidents in the logging industry resulted in the deaths of 39 persons during the third quarter of 1956, a decrease of 12 from the 51 that occurred during the previous three months. In the third quarter of the previous year, 49 workers lost their lives in this industry.

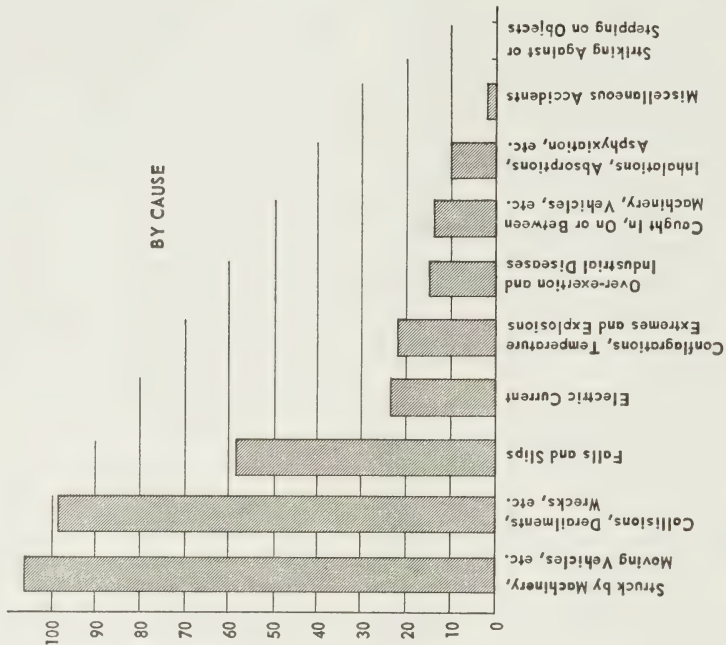
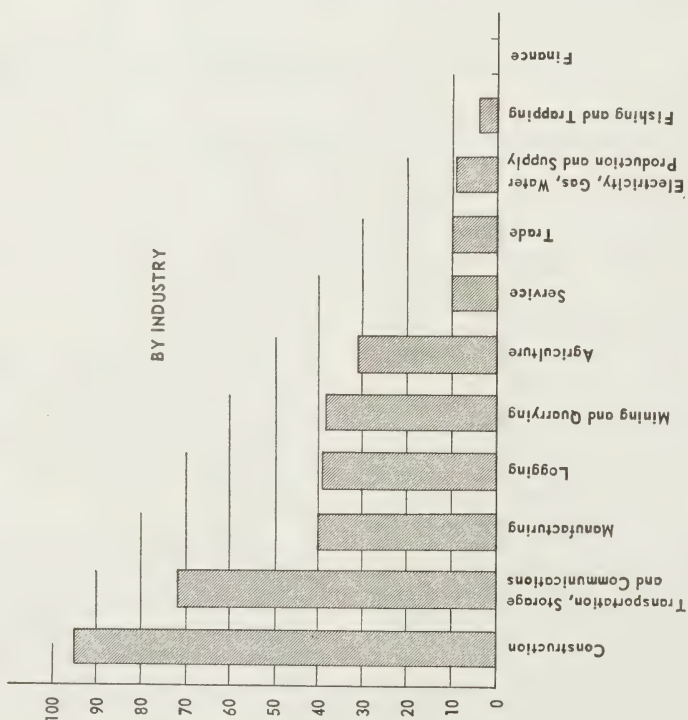
Mining accidents caused the deaths of 38 persons during the quarter under review, 24 occurring in metalliferous mining, nine in non-metallic mineral mining and five in coal mining. In July, August and September last year 52 mining fatalities were recorded, including 26 in metalliferous mining, 14 in non-metallic mineral mining and 12 in coal mining. During the second quarter of this year, 60 fatalities were reported: 41 in metalliferous mining, 10 in coal mining and nine in non-metallic mineral mining.

There were 31 industrial fatalities in agriculture during the quarter under review, an increase of three from the previous three months, in which 28 were reported. Accidents in July, August and September 1955 resulted in the deaths of 36 agricultural workers.

An analysis of the causes (see chart p. 50) of these 348 fatalities shows that 106 (31 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths, 18, was caused by "falling trees or limbs", 17 by "landslides or cave-ins", 10 by automobiles or trucks, and 10 by tractors, loadmobiles, etc. In

*(Continued on page 72)*

# INDUSTRIAL FATALITIES IN CANADA Third Quarter of 1956



Source: Economics and Research Branch, Department of Labour.

# New Vocation for Women Emerging

Visiting Homemakers Service providing worthwhile opportunities for older women; saves industry from production loss through absenteeism

One of the by-products of the Visiting Homemakers Service is the protection given industry from loss of productivity due to absenteeism, said Miss Belle Carver of the Visiting Homemakers' Association of Toronto in a broadcast in the Department's "Canada at Work" series.

"When a crisis overtakes a family of one of the employees of a firm, the results may be loss of time, excessive preoccupation with family worries and a tendency to accidents. Homemakers' Service reduces this loss," she said.

Homemakers' service to his family also means that a father does not lose time from his work or suffer a reduction in pay.

Another by-product is the establishment of a new vocation for women. The Visiting Homemakers Service is providing worthwhile opportunities for women between the ages of 35 and 60, Miss Carver said.

\* \* \*

While the proportion of women "economically active" and the proportion of women in the labour force in most countries remained fairly stable between 1870 and 1950, in the United States both these proportions approximately doubled during the period.

This statement is made in the introductory note in an article entitled, "Women's Changing Role in the United States Employment Market" and published in the *International Labour Review* for November. The article, by Earl E. Muntz, Professor of Economics, New York University, sketches the history of what the author describes as "the American woman's occupational revolution" and sets out some of its underlying causes.

Except in the urban communities of the eastern United States, where immigrants without means tended to settle, the writer says, American customs throughout the nineteenth century disapproved of married women's working for wages. It was not even considered in good taste for a man in reasonable circumstances to encourage or allow his unmarried daughters to take employment for wages.

He also points out that the Victorian notion of "the delicateness and physical frailty of womanhood" affected a larger number of women, and was given a more

prominent place, in a prosperous country like the United States than in other countries which were poorer. He goes on to give his views of the reasons which lie behind the change in women's place in the labour market, and the history of that change, which began in regard to office work in the 1870's, and which more recently has been extended to many other kinds of work.

\* \* \*

Scheduled work weeks of under 40 hours apply to relatively few plant workers, says the November *Monthly Labour Review* of the U.S. Department of Labor, but are common for women office workers.

A Bureau of Labor Statistics report, covering seven large cities in late 1955 and early 1956, finds that only 7 per cent of plant workers but 46 per cent of women office employees worked less than 40 hours a week.

In firms where women clerical employees worked under 40 hours a week, it was generally 35 or 37½ hours. With respect to cuts in hours, the BLS reports that since January 1953, office workers' hours were reduced in one out of every 25 firms and plant workers' hours in one out of every 20. Industry-wide hours reductions were most common in non-manufacturing.

\* \* \*

Some 32,529,000 women in the United States may be employed outside their homes by 1975, if the present trend continues, according to the U.S. Census Bureau. Total working population of the country by that date will be 93,385,000.

If women keep taking jobs at the rate they have during the past five years, says the Bureau, 17,460,000 married, widowed or divorced women between 35 and 64 years of age—about half the women in that age group—will be working by 1975.

In comparison, of a labour force in 1955 of 68,899,000, women numbered 20,859,000, but only 9,856,000 were married or formerly married women 35 to 64 years old.

The Census Bureau estimates that in the age group of 45 to 54, some 7,153,000 married, widowed or divorced women—nearly 60 per cent of those in this group—will be serving in business and industry 20 years from now if recent growth rates continue.

# Provincial Co-ordinators Confer

Ottawa meeting discusses medical rehabilitation, vocational training, vocational guidance, employment, provincial and local co-ordination

Provincial co-ordinators concerned with rehabilitation of handicapped individuals met in Ottawa in November to discuss medical rehabilitation, vocational training, vocational guidance, employment, provincial and local co-ordination, rehabilitation case work and public relations.

Representatives of the Departments of Veterans Affairs, National Health and Welfare, and Labour, and of the Unemployment Insurance Commission provided information and participated in discussions of the various topics presented at the conference.

The conference chairman extended congratulations of the group to Brigadier William W. Reid, who has been promoted to the position of Deputy Minister of Welfare and Labour for Prince Edward Island. He will continue his former duties, also, as provincial co-ordinator of civilian rehabilitation.

Those attending the conference were given a preview of the film, "Call It Rehabilitation". They agreed unanimously that the film should do much to promote the development of rehabilitation across Canada, when prints are available for distribution.

The film was based on a script written by George Blackburn, Director of the Information Branch, Department of Labour, in co-operation with officers of other departments. The film attempts to show how a community can make use of the services already available to round out a co-ordinated rehabilitation plan.

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The first conference on rehabilitation to be held in Prince Edward Island was attended by 34 delegates, representing various organizations and agencies. Following discussion on many aspects of rehabilitation, the group unanimously approved the organization of the P.E.I. Council for Rehabilitation of Disabled Civilians. Members of this council will be representatives of the groups in attendance at the conference, and of any other interested groups.

The provincial government was represented by the Hon. M. L. Bonnel, M.D., Minister of Health; the Hon. Forrest W. Phillips, Minister of Welfare and Labour;

Brigadier William W. Reid, Deputy Minister of Welfare and Labour and Provincial Co-ordinator of Rehabilitation; Dr. L. W. Shaw, Deputy Minister of Education; and Dr. J. H. Shaw of the Department of Health. Ian Campbell, National Co-ordinator, Civilian Rehabilitation, also addressed the meeting.

\* \* \*

Following a series of public meetings, the Welfare Council of Ottawa has established a rehabilitation co-ordinating committee designed to provide services where necessary. As a first step, a demonstration project has been set up with a secretary on the staff of the Welfare Council working in co-operation with the medical profession, hospitals and the voluntary health and welfare agencies to determine how rehabilitation services can best be made available in the area.

\* \* \*

A handbook on the placement of blind workers, prepared by the New York State Employment Service, is now in distribution on a national basis.

The manual, *How To Place The Blind*, has been in use in the state of New York since July. It was the result of a pilot project conducted in 1955 by the employment service with the aid of a \$5,000 grant of federal funds.

The study had three objectives: To evaluate present methods of placing the blind, to develop new methods, and to prepare a realistic how-to-do-it guide to getting satisfactory jobs for blind workers.

During the study, 244 blind job seekers were interviewed and given job counselling. Of these, 165 were referred to employers, and 93 were hired. They filled a variety of jobs, including one man who was placed as a farm hand on a dairy farm.

\* \* \*

What top United States industrialists, in co-operation with New York State Department of Labor's Division of Employment, are doing to provide employment for handicapped persons is described in an article, "Helping Hands", appearing in the October issue of *Industrial Bulletin*, published by the New York State Department of Labor.

## 50 Years Ago This Month

**Production and employment set new highs in 1906; wages rose; printing trades gained 8-hour day in several centres; immigration broke all previous records. Militia called out when riot occurs during strike**

In the volume of production and employment, and in the prosperity of industry and trade, 1906 in Canada surpassed all previous years, according to a review of industrial and labour conditions during that year published in the *LABOUR GAZETTE* of January 1907.

The main factors that contributed to this prosperity, it was stated, were railway construction and the settlement of the North-west provinces.

It was estimated that not less than \$62,000,000 had been spent on new railway lines and equipment during the year, the new track built exceeding 3,300 miles in length. Millions of acres of new territory were thus opened up, and the arrival of immigrants, the taking up of homesteads and sale of land exceeded all previous records.

With a large increase in the acreage under cultivation the yield of farm products was greater than in 1905. Other primary industries were also expanding rapidly, fishing being the single exception, mainly because the salmon catch in the Fraser River was about 30 per cent below average.

Wages showed a strong upward tendency during 1906, especially among farm hands, railway construction employees and unskilled labourers. Railway workers also obtained wage increases.

### **8-Hour Day**

Important reductions in hours went into effect on January 1, 1906. In the printing trades, the eight-hour day went into force in a number of places, including Halifax, Saint John, Peterborough, Brantford, Fort William, and Dawson, Y.T. At a number of other places, including Kingston, St. Catharines, Guelph, Stratford, London and St. Thomas, the hours of printers, pressmen, etc., were reduced to 8½ per day, on the understanding that after 18 months the eight-hour day would come into effect. A number of smelters in British Columbia also adopted the eight-hour day, more than 300 employees being affected.

The number of immigrants arriving by ocean ports during the fiscal year ending June 30, 1906, was 131,268, compared with

102,723 in the previous year. Arrivals from the United States during the same period totalled 57,796, as against 43,543 in the preceding year. The total of immigrants who entered the country in 1905-06 was thus 189,064, compared with 146,265 during 1904-05, exceeding all previous yearly records.

The Salvation Army chartered the steamship *Kensington* to make three special trips during the spring season of 1906 to carry immigrants from Great Britain. About 12,000 were brought to Canada in this way.

Returns received by the Department of Labour up to the end of 1906 showed that 154 labour organizations were formed during the year and 73 were dissolved. Of the unions formed, nine were in the Maritimes, 42 in Quebec, 45 in Ontario and 58 in the Prairie Provinces and British Columbia. Of those dissolved, 19 were in the Maritimes, 12 in Quebec, 24 in Ontario, and 18 in the remaining provinces.

The membership of the Trades and Labour Congress of Canada was given in the January 1907 issue of the *LABOUR GAZETTE* as 27,767, in 448 unions, compared with 22,004 members and 378 unions in 1905.

Early in September 1906 some 400 employees of the James MacLaren Lumber Co. at Buckingham, Que., went on strike for higher wages. It was said that the majority were getting only 12½ cents an hour. At the end of the month the Department of Labour offered to act as mediator in the dispute, but the company refused the offer, saying that it would not deal with the international labour union to which the men belonged.

On October 8 the company tried to bring down some logs with the help of men under the protection of special police. A serious riot occurred and two of the strikers were killed and three others seriously injured. One detective was fatally injured and three others badly hurt.

A hundred militiamen were sent from Ottawa, and these were later replaced by regular troops from St. John's, Que., who remained for some time.

# INTERNATIONAL LABOUR ORGANIZATION

## 133<sup>rd</sup> Session, ILO Governing Body

Examines question of freedom of employers' and workers' organizations from government domination, and allegations of violation of trade union rights in various countries. Completes 1958 conference agenda

The Governing Body of the International Labour Organization, during its 133rd session from November 20 to 24, examined the question of freedom of employers' and workers' organizations from government domination and control (the McNair Report), and examined allegations of violation of trade union rights in various countries as established by its committee on freedom of association.

By 39 votes in favour, none against, and one abstention, the Governing Body requested Director-General David A. Morse to submit a report on establishing "continuing machinery" to establish the facts relating to freedom of association in the member states of the ILO, and on improving the working of the annual ILO conference.

All of the employer and worker members and all but one of the governments represented on the 40-member body voted in favour of the proposal. Earlier in the day the Governing Body had voted down by 29 votes to 11, with no abstentions, a proposal of the employers' group to place on the agenda of the 1957 conference the question of amending the ILO Constitution "so as to ensure that worker and employer representatives can only be appointed after nomination by organizations of workers and employers which are free and independent of their governments".

The Governing Body called for the establishment of complete freedom of association in Hungary: the ratification of ILO conventions on the subject; establishment of civil liberties; respect for independence of the trade union movement; and freedom for it to frame its policy without any kind of interference by the public authorities.

This decision was taken by 36 votes in favour, two against (Soviet Union and Egypt), and two abstentions (India and Burma).

Speaking on the Hungarian question, Canadian Delegate Dr. George V. Haythorne, Assistant Deputy Minister of Labour, said:

The Canadian people have been deeply shocked by recent events in Hungary. Their shock was no doubt intensified due to the clear evidence, after many years, of a widespread desire on the part of workers and others in this country to gain freedom of association and other liberties. This was followed by evidence of steps being taken towards this end and then, in the face of these developments, we saw systematic efforts to stamp out this desire for freedom of association.

I simply wish to add that the Canadian Government supports fully the broad objective of the conclusions proposed by the Committee on Freedom of Association, namely that the ILO should express its determination to do all it can in a positive way to develop and maintain those rights of freedom of association and other liberties pledged to protect.

The Governing Body also decided that the ILO would co-operate with the General Assembly of the United Nations in any action concerning the question of freedom of association. This was adopted by 36 votes to one (Soviet Union), and three abstentions (India, Burma and Egypt).

The Governing Body indicated its desire that the ILO should be represented on any UN mission of inquiry by Director-General David A. Morse.

The conclusions with regard to Poland also called for the establishment of complete freedom of association, ratification of the ILO conventions on the subject, establishment of civil liberties, respect for the independence of the trade union movement, and freedom for it to frame its policy without any kind of interference by the public authorities. The conclusions were approved by the Governing Body without a vote.

In the case of the USSR, the Governing Body agreed to communicate the committee's conclusions and recommendations to the Soviet government, to ask the government to provide information on the action it proposed to take and to consider later what action to take if satisfactory information is not received.

The committee's conclusions on the basis of the information provided to it cover eight points relating to "the position of trade unionism in a social and economic system which all concerned admit differs from that of the majority of the members of the International Labour Organization".

The Committee's recommendations were adopted by the Governing Body by a vote of 37 in favour, two against (Egypt and USSR), and one abstention (Burma).

By 28 votes in favour, none against, and 12 abstentions, the Governing Body decided that the necessary steps should be taken to refer to the ILO's Fact-Finding and Conciliation Commission on Freedom of Association the allegations presented against the government of Venezuela concerning violations of freedom of association.

The Governing Body had the responsibility of completing the agenda of the 1958 conference (which already contained the three recurrent items of the Director-General's Report, the budget, and the application of conventions and recommendations, and is likely to include two items continued from the 1957 conference—discrimination in the field of employment and occupation, and conditions of employment of plantation workers).

The two new items added were "organization of occupational health services in places of employment" and "conditions of work of fishermen". The conference will open June 4, 1958, in Geneva.

A proposal to place the question of reduction of hours of work on the 1958 agenda was rejected, but it was agreed that the Director-General would later place before the Governing Body proposals for a program of work in this field.

The Governing Body accepted in principle a proposal to convene a meeting of experts on fires and electricity in coal mines in 1957. Precise proposals will be placed before the Governing Body at its next meeting, March 5-8, 1957.

Dates and places for a number of meetings were set. The sixth session of the Inland Transport Committee is to meet in Hamburg, March 11-23.

Arrangements for other meetings included a postponement of a scheduled meeting of the Advisory Committee on Salaried Employees and Professional Workers to April 1-13, and setting dates for the Ninth International Conference of Labour Statisticians for April 24 to May 4 and the Metal Trades Committee for May 6-18. All of these meetings will take place in Geneva.

Canadian government representatives at the meeting was Dr. George V. Haythorne, Assistant Deputy Minister of Labour. Substitute representative was H. Jay of the Department of External Affairs and serving as adviser was Paul Goulet, Director of the ILO Branch, Department of Labour.

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## Preparatory Technical Maritime Conference

London meeting takes action that may lead to revision of an existing ILO Convention on wages, hours of work, and manning, creation of new Convention on seafarers' identity cards, and two new Recommendations

Shipowner, seafarer and government delegates from 21 countries attending the Preparatory Technical Maritime Conference of the International Labour Organization in London recently took action that may lead to the revision of an existing ILO Convention on wages, hours of work and manning, the creation of a new convention on seafarers' identity cards, and two new formal recommendations.

The findings of the preparatory conference will be submitted to a general maritime conference of all the ILO's member countries to be held in 1958.

The Argentina government has invited the 1958 conference to meet in Argentina.

There were in attendance 218 delegates and their advisers, and observers from international and non-governmental organizations.

Revision of the Convention was the only item on its agenda on which the conference was not able to reach substantial agreement. The major change adopted would permit governments to exclude the wages provisions when ratifying the Convention. The inclusion of this option was opposed by the shipowners who considered

the three subjects inseparable. A great majority of governments and all the seafarers supported its inclusion as removing an obstacle to ratification.

With one dissenting vote, the conference adopted a draft recommendation covering the engagement of seafarers on foreign flag vessels. The operative clauses of the recommendation follow:—

1. That each member should do everything in its power to discourage seafarers within its territory from joining or agreeing to join foreign flag vessels unless the conditions under which they are to be engaged are in accordance with collective agreements and social standards accepted by *bona fide* organizations of shipowners and seafarers of any of the maritime countries where such agreements and standards are traditionally observed;

2. That, in particular, each member should have regard to whether provision is made for the return to the port of shipment or other agreed port of a seafarer employed on a vessel registered in a foreign country who is put ashore in a foreign port through no fault of his own, and whether payment is made of compensation for medical care and maintenance if he is put ashore in a foreign port due to sickness or injury incurred in the service of the vessel and not through his own wilful misconduct.

With one opposing vote, the conference adopted a resolution on flag transfer. The resolution urges that "the country of registration should accept the full obligations implied by registration and exercise effective control for the purposes of the safety and welfare of seafarers in its ships."

It indicates particularly that the country of registration should "make and adopt regulations designed to ensure that all ships on its register observe internationally accepted safety standards; make arrangements for a proper ship inspection service; ... establish the requisite government-controlled agencies to supervise the signing on and signing off of seafarers; ensure or satisfy themselves that the conditions under which the seafarers serve are in accordance with the standards generally accepted by the traditional maritime countries; ... ensure freedom of association for its seafarers;" ensure proper repatriation; and ensure proper arrangements for the issuing of certificates of competency.

The conference adopted unanimously a two-part draft recommendation concerning medicine chests on board ship and medical advice by radio to ships at sea. A suggested minimal list of medicaments is annexed to the text.

The first part of the proposed text states that "every vessel engaged in maritime navigation should be required to carry a medicine chest." Countries should establish appropriate rules on the contents and maintenance of the chests, and each vessel should carry a medical guide which explains fully how the chest's contents are to be used.

The second part calls on governments to ensure that "medical advice by radio is available free of charge at any hour of the day or night," to be supplemented with specialist advice if necessary and practicable, by aiding ship-board personnel to understand the advice given by instruction and by medical guides, and by furnishing up-to-date lists of the stations furnishing radio advice.

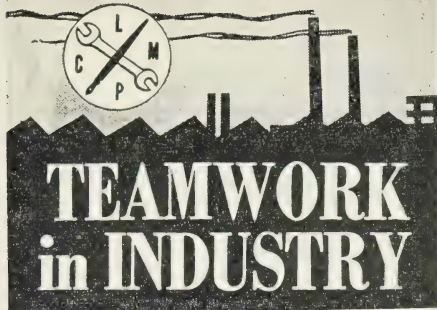
A resolution adopted unanimously by the conference asks the ILO to consider drawing up, in collaboration with the World Health Organization, the medical guide referred to in the recommendation.

In a resolution adopted unanimously the conference affirmed the general principle that "the authorities of the state which has issued a competency certificate are alone competent to suspend or cancel it." It called on ILO member states to accede "as far as possible without reservation" to the Brussels Convention of 1952 dealing with rules relating to penal jurisdiction in matters of collision or other incidents of navigation.

The resolution recognized the right of a state to act in its territorial waters if the issuing authorities fail to enquire into the necessity for taking action in the event of a collision or other incident of navigation. It also recognized that the principles might be derogated from by special reciprocal arrangements.

The conference adopted a draft convention on seafarers national identity documents, with two dissenting votes and four abstentions. The instrument calls on ratifying countries to issue an identity document to its nationals and permits it to issue such a document to other seafarers, including refugees, serving under its flag or registered at its employment offices.

The holders of valid documents should be assured of readmission to the territory of the issuing state. Ratifying countries would agree to permit the entry of document holders for specified purposes without prejudice to the basic right to refuse entry or a stay on its soil to any particular individual.



A program of labour-management co-operation through joint consultation in the civic administrative field presents certain unique problems not encountered by labour-management committees in the industrial field. The major problem to be dealt with is that of organization, especially in larger municipalities. Unlike the average factory, operations are spread over a wide area and each operational department is relatively speaking, independent of other departments. Basically, however, the reasons for labour-management consultation and co-operation are the same regardless of the type of undertaking. Better communications, improved relationships, more efficient work methods, are as necessary in civic undertakings as they are in business.

The City of Calgary has been able to overcome many organizational problems in this regard and, with the active co-operation of the union, has been able to accomplish a great deal through a system of labour-management committees.

Early in 1955, the first labour-management committees were organized in the Engineering and Parks Departments and supplanted the safety committees that had been in operation in each of these departments. It was proposed that the new committees continue the work of the safety committees but that their scope of operations be broadened to include other functions. The committees would make recommendations to management but not perform any of the functions of management. Wages, hours of labour, conditions of employment, grievances and other collective bargaining subjects are outside the scope of these committees and are not discussed by them.

Gradually the number of committees has been increased, and there are now eight labour-management committees in operation in the Calgary civic services. From all indications these committees are having a beneficial effect in the tremendous job of providing more and better service to the public. It is expected that other committees will be organized covering the Fire, Police, Health and Garage Departments, the Airport and the general departments.

It is also expected that in the future an over-all Steering Committee will be formed of representatives from all the committees. When this is accomplished it is felt that the maximum benefits of labour-management co-operation will be felt throughout the civic services.

Many useful suggestions have been considered by these committees and put into effect. Closer co-operation is developing between the various divisions and employees know that they have a channel through which suggestions and ideas can be processed.

It has also been necessary to implement a formal system for handling suggestions. It is felt that in this way the effectiveness of the committees will be increased. The various committees have been in operation for one and a half years and the enthusiasm of the representatives and the employees has remained high. The general feeling among those involved is that the over-all objectives of the committees have been accomplished. This is the result perhaps of the close parallel between the preamble to the constitution of the labour-management committees and the statement of purpose that precedes each collective bargaining agreement. These outline the general attitude of the employees and management towards the committees and joint consultation.

The preamble to the labour-management committee constitution says: "Recognizing the community interests in the efficient economic and safe operation of the City's business and believing that good employee and employer relations grow out of satisfactory co-operation in the various work units, the management and employees of the City of Calgary hereby agree to work together in the establishment and operation of labour-management committees."

A statement of a similar nature appears in the preamble to the collective agreements. "It is the desire of both parties to this agreement to maintain the existing harmonious relations between the City and members of the Association, to promote co-operation and understanding between the City and its employees, and to recognize the mutual value of joint discussion," the statement says in part.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during November. The Board issued five certificates designating bargaining agents, ordered one representation vote, and rejected five applications for certification. During the month, the Board received fourteen applications for certification, allowed the withdrawal of eight applications for certification, and received one application for revocation of certification.

### Applications for Certification Granted

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 106, on behalf of a unit of employees of Hill The Mover (Canada) Limited, operating in and out of the City of Montreal (L.G., Oct., 1956, p. 1272).

2. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of gear locker employees and water boys employed by the Empire Stevedoring Company Limited, Vancouver, B.C. (L.G., Nov. 1956, p. 1404).

3. The Commercial Telegraphers' Union, Canadian Pacific Division No. 1, on behalf of a unit of motor messengers employed by the Canadian Pacific Railway Company at Montreal, Ottawa, Toronto, Winnipeg, Regina, Calgary, Edmonton and Vancouver (L.G., Nov. 1956, p. 1404).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of first mates, second mates, and third mates employed on vessels operated by St. Charles Transportation Company Limited, Limoilou, Que (L.G., Dec., p. 1544).

5. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 106, on behalf of a unit of employees of Motorways (Quebec) Limited, Montreal, operating in and out of the City of Montreal (L.G., Dec., p. 1544).

### Representation Vote Ordered

The Board ordered a representation vote of a unit of employees of Consolidated Denison Mines Limited, Spragge, Ont., following consideration of an application made by the International Union of Mine, Mill and Smelting Workers, with the name of the applicant only on the ballot. The Board ordered that the ballots of stationary engineers be segregated (L.G., Nov. 1956, p. 1404) (Returning Officer: F. J. Ainsborough).

### Applications for Certification Rejected

1. International Union of Mine, Mill and Smelter Workers, applicant, and Algoma Uranium Mines Limited, Algoma Mills, Ont., respondent (L.G., Mar. 1956, p. 291). The application was rejected because the applicant had, on the date of the application, no members in good standing in the proposed unit, either under its own constitution or under the provisions of the Board's Rules of Procedure.

2. Seafarers' International Union of North America, Canadian District, applicant, and Toronto Towing and Salvage Company Limited, Toronto, respondent (L.G., Sept. 1956, p. 1135). The application was rejected because a majority of the employees affected were not members in good standing in accordance with Rule 15 of the Board's Rules of Procedure.

3. United Steelworkers of America, applicant, and Consolidated Denison Mines Limited, Spragge, Ont., respondent (L.G., Nov. 1956, p. 1404). The application was rejected because it was not supported by a majority of the employees affected.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

4. International Longshoremen's Association (independent), Local 1843, applicant, and National Harbours Board, Halifax, respondent (L.G., Nov. 1956, p. 1404). The application was rejected because the employees claimed to be in support of the application were not members in good standing in accordance with the Board's Rules of Procedure.

5. Seafarers' International Union of North America, Canadian District, applicant, and Clarke Steamship Company Limited, Montreal, respondent (L.G., Dec. 1956, p. 1544). The Board refused consent to the making of the application prior to the expiry of ten months of the term of the existing collective agreement.

### Applications for Certification Received

1. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by Powell Transports Limited, Fort William, Ont., aboard the SS. *Starbuck* (Investigating Officer: J. S. Gunn).

2. Canadian Merchant Service Guild, Inc., on behalf of deck officers employed by K. A. Powell (Canada) Limited, Fort William, Ont., aboard the SS. *Starbelle* (Investigating Officer: J. S. Gunn).

3. International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, on behalf of a unit of clerical employees of British Overseas Airways Corporation employed at Montreal and Dorval (Investigating Officer: R. Trépanier).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, an a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch of the Director of Industrial Relations and staff are situated in Ottawa.

4. United Steelworkers of America, on behalf of a unit of employees of Faraday Uranium Mines Limited, Bancroft, Ont. (Investigating Officer: F. J. Ainsborough).

5. United Steelworkers of America, on behalf of a unit of employees of Bicroft Uranium Mines Limited, Bancroft, Ont. (Investigating Officer: F. J. Ainsborough).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by the Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: F. J. Ainsborough).

7. National Union of Operating Engineers of Canada, Local 850, United Construction Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of operating enginemen and operating enginemen helpers employed by the National Harbours Board at Montreal.

8. International Association of Machinists, on behalf of a unit of crew clerks and crew schedulers employed by Trans-Canada Air Lines at Halifax, Dorval, Toronto, Winnipeg, and Vancouver (Investigating Officer: C. E. Poirier).

9. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 938, on behalf of employees of The Walter Little Limited, Kirkland Lake, Ont. (Investigating Officer: F. J. Ainsborough).

10. Brotherhood of Locomotive Engineers, on behalf of locomotive engineers employed by the Wabash Railroad Company on its Buffalo Division, lines east of Detroit (Investigating Officer: F. J. Ainsborough).

11. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed by Coastwise Pier Limited, Vancouver, in the loading and unloading of coastwise vessels (Investigating Officer: G. R. Currie).

12. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 1565, on behalf of a unit of employees of the Canadian National Railways employed in its Transcona Reclamation Plant, Winnipeg (Investigating Officer: J. S. Gunn).

13. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Faraday Uranium Mines Limited, Bancroft, Ont. (Investigating Officer: F. J. Ainsborough).

14. International Longshoremen's Association (independent), on behalf of a unit

of employees of Eastern Canada Stevedoring Company Limited employed in the loading and unloading of vessels in the Port of Montreal (Investigating Officer: R. Trépanier).

### Applications for Certification Withdrawn

1. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 419, applicant, and Hill The Mover (Canada) Limited, Toronto, respondent (L.G., Dec. 1956, p. 1544).

2. Brotherhood of Locomotive Engineers, applicant, and Wabash Railroad Company (Buffalo Division, lines east of Detroit), respondent (L.G., Dec. 1956, p. 1544). The application was later re-submitted (see above).

3. United Steelworkers of America, applicant, and Algom Uranium Mines Limited, Algoma Mills, Ont., respondent (L.G., March 1956, p. 290).

4. United Steelworkers of America, applicant, and Pronto Uranium Mines Limited, Algoma Mills, Ont., respondent (L.G., May 1956, p. 541).

5. International Association of Machinists, Local 1522, applicant, and Atomic Energy of Canada Limited, Chalk River, Ont., respondent (L.G., Dec. 1956, p. 1544).

6. Canadian Merchant Service Guild, Inc., applicant, and Abitibi Power and Paper Company Limited, Port Arthur, Ont. (L.G., Dec. 1956, p. 1544).

7. International Union of Operating Engineers, Local 796, applicant, and Pronto Uranium Mines Limited, Algoma Mills, Ont., respondent (L.G., Dec. 1956, p. 1544).

8. International Union of Operating Engineers, Local 796, applicant, and Algom Uranium Mines Limited, Algoma Mills, Ont., respondent (L.G., Dec. 1956, p. 1544).

### Application for Revocation of Certification Received

During November, the Board received an application for revocation of certification affecting Dwayne A. Johns (Keith Sterling) and David Johnson, applicants, and National Association of Broadcast Employees and Technicians, respondent, and CKOY Limited, Ottawa, respondent. The application was for revocation of the certification issued by the Board on June 24, 1953, to the National Association of Broadcast Employees and Technicians in respect of a unit of employees of CKOY Limited (L.G., 1953, p. 1154).

# Reasons for Judgment in Certification Application Affecting

Seafarers' International Union of North America, Canadian District

and

Hamilton Tug Boat Company, Limited

The Board consisted of Mr. A. H. Brown, Vice-Chairman and Acting Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. J. Hills, G. Picard and A. C. Ross, members.

## Reasons for Judgment

This is an application for certification as bargaining agent for a unit of employees of the respondent made in the first instance with regard to the unlicensed employees employed aboard the tug *Prudence*. In determining the case, the Board decided that the appropriate bargaining unit also included the unlicensed employees of the respondent employed aboard the tug *Thistle*, which vessel is operated intermittently by the company.

A hearing was held by the Canada Labour Relations Board on August 30, 1956, at which argument on behalf of both parties was presented and evidence considered. Following the conclusion of the hearing the Board ordered that a representation vote be taken of the employees in the proposed bargaining unit. The vote was taken on September 24, when 10 out of 14 eligible voters cast ballots. All of the ballots were cast in favour of the applicant.

At the hearing it was argued for the respondent:

(1) That the applicant is not a "trade union" or "union" within the meaning of the Industrial Relations and Disputes Investigation Act;

(2) That the applicant is not entitled to bargaining rights because of the restrictions imposed on eligibility for membership in the applicant organization.

Both points of argument were based upon provisions in the applicant's constitution, considered (in respect of the first point) in relation to a provision of the Fair Employment Practices Act of Ontario, these provisions being as follows:

From the applicant's constitution, Article II Section 1—

Candidates for membership shall be Canadian citizens, or be eligible to such citizenship.

Article VII Section 2: ... All members in good standing shall be eligible for any regular office, provided:

(a) That he is a Canadian citizen.

From the Fair Employment Practices Act of Ontario, S.O. 1951, c. 24.

Section 4: No trade union shall exclude from the membership or expel or suspend any person or member or discriminate against any person or member because of race, creed, colour, nationality, ancestry or place of origin.

As the industry involved in the application falls within federal rather than provincial jurisdiction the governing statute is not the Ontario Fair Employment Practices Act, but the Canada Fair Employment Practices Act, S.C. 1952-53, c. 19, Section 4(3) of which reads as follows:

No trade union shall exclude any person from full membership or expel or suspend or otherwise discriminate against any of its members or discriminate against any person in regard to his employment by any employer, because of that person's race, national origin, colour or religion.

While the Ontario Act uses the term "nationality" and the Canadian Act uses the term "national origin" it is doubtful if there is any real distinction between the meaning of the two terms, as Section 2(g) of the Canadian Act defines "national origin" as including nationality and ancestry.

With respect to the first point of argument it was contended on behalf of the respondent that the quoted provisions of the applicant's constitution were in direct violation of Section 4 of the Ontario Fair Employment Practices Act, and that "an organization which is organized in such a way as to violate or abrogate the laws of this land cannot be considered a trade union within the meaning of the legislation". By legislation was meant the Industrial Relations and Disputes Investigation Act of Canada. If we assume that for the purposes of argument on this point Section 4(3) of the Canadian Act has the same meaning as Section 4 of the Ontario Act the same contention would no doubt be advanced.

The Board does not agree with this argument. The Canada Fair Employment Practices Act provides penalties by way of fine for breaches thereof. It further provides that complaints may be inquired into by an Industrial Inquiry Commission and on receipt of the Commission's recommendations the Minister of Labour may issue any order he deems necessary to carry

the recommendations into effect, which order is final and conclusive and must be complied with. There is nothing in the Act which affects the existence or status of an employer or union that has committed a breach of the Act or has been accused of so doing. Under these circumstances the Board cannot imagine that a breach of Section 4(3) of the Canada Fair Employment Practices Act by a trade union has the effect of destroying its status as a trade union within the meaning of the Industrial Relations and Disputes Investigation Act. At the most the union's constitutional rule respecting citizenship might be held to be invalid, but the union itself would not be affected.

With respect to the second point of argument it was contended that many persons employed by the company might not be Canadian citizens or eligible for Canadian citizenship, and that by reason of the provisions of the applicant union's constitution quoted above, such employees could not possibly be members of the union. From this it was argued that the union was not entitled to certification. Certification gives the union collective bargaining rights for all employees in the bargaining unit. It was argued that the legislation was not intended to secure bargaining rights to a union in respect of employees who, by the terms of the union's constitution, could not be members of the union. Three decisions of the Ontario Board were cited in support of this argument, viz.,—

Christian Labour Association of Canada, Hamilton Local (Applicant), and Bosch & Keuning (Canada) Limited, Respondent, CCH 13, 154.

London Association of Painting and Decorating Journeymen (Applicant), and Gaymer & Outram (London), Respondent, CCH 13, 130.

Ottawa Printing Crafts Union (Applicant), and The Ottawa Citizen, Respondent, and Ottawa Typographical Union (Intervener), CCH 13, 133.

On behalf of the applicant it was stated that "in our union there is absolutely no discrimination in employment because of nationality or lack of nationality", and counsel for the respondent stated that he had no evidence that the union had ever refused membership on this ground. He argued, however, that this fact was irrelevant, basing his argument on the contention that some employees, who by reason of the union's constitution were not eligible for membership, might be discriminated against, e.g., they might lose

their jobs if the union made an agreement with the company which required all employees to be members of the union.

The Board considers it unnecessary to examine the reasons for the three decisions of the Ontario Board cited above, being of the opinion that the present application turns upon the provisions of the Industrial Relations and Disputes Investigation Act and its own facts.

The governing legislative provision is, in the Board's opinion, Section 9(2) of the Act, as follows:

9. (2) When, pursuant to an application for certification under this Act by a trade union, the Board has determined that a unit of employees is appropriate for collective bargaining

- (a) if the Board is satisfied that the majority of the employees in the unit are members in good standing of the trade union, or
- (b) if, as a result of a vote of the employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf, the Board may certify the trade union as the bargaining agent of the employees in the unit.

The Board is satisfied that the unit, including the unlicensed employees of the respondent employed aboard the tug *Thistle*, is appropriate for collective bargaining. A majority of the employees in the unit at the time of filing the application were shown to be members of the union, but because changes in personnel in this industry were reported to be frequent, the Board ordered that a vote be taken. Fourteen employees were found eligible to vote. Ten of them voted and all of their votes were cast in favour of the applicant as their bargaining agent in collective bargaining with their employer. These facts conclusively prove that a majority of the employees in the unit had selected the applicant union to be a bargaining agent on their behalf, in accordance with Section 9(2)(b) of the Act.

The Board therefore has ordered certification of the applicant.

(Sgd.) C. RHODES SMITH,  
for the Board.

For the Applicant:

LEONARD J. McLAUGHLIN, Esq.

WM. GLASGOW, Esq.

For the Respondent:

D. L. G. JONES, QC, Esq.

FREDERICK ELLIS, Esq.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:—

1. Hamilton Tug Boat Company Limited, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

2. Eldorado Mining and Refining Limited (Beaverlodge operations), Eldorado, and International Union of Mine, Mill and Smelter Workers, Local 913 (Conciliation Officer: J. S. Gunn).

3. Smith Transport Limited, Montreal, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Trépanier).

4. Cadwell Marine Limited, Niagara Falls, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

5. Dominion Shipping Company Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier).

## Settlement Reported by Conciliation Officer

Shipping Federation of British Columbia, and International Longshoremen's and Warehousemen's Union, Local 505 (Conciliation Officer: G. R. Currie) (L.G., Nov., p. 1405).

## Conciliation Boards Appointed

1. Vancouver Hotel Company (Canadian National Railways-Canadian Pacific Railway Company) and International Union of Operating Engineers, Local 882; International Association of Machinists, Local 692; United Association of the Plumbing and Pipefitting Industry, Local 170; International Brotherhood of Electrical Workers, Local 213 (Conciliation Officer: G. R. Currie) (L.G., Oct., p. 1272).

2. Canadian National Steamships (West Indies) Limited, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (L.G., Nov., p. 1405).

3. Polymer Corporation Limited, Sarnia, and Local 16-14, Oil, Chemical and Atomic Workers International Union (Conciliation Officer: F. J. Ainsborough) (L.G., Dec., p. 1545).

4. Canadian National Railways (Niagara, St. Catharines and Toronto Railway, and Oshawa Electric Railway) and the Brotherhood of Railroad Trainmen (This dispute was in the first instance referred to a conciliation board and not to a conciliation officer).

## Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in October to deal with matters in dispute between the Canada Steamship Lines Limited (Montreal Terminal) and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Dec., p. 1546) was fully constituted in November with the appointment of Carl H. Goldenberg, QC, Montreal, as Chairman. Mr. Goldenberg was appointed by the Minister on the joint recommendation of the other two members, Clifford Howard, QC, and Dr. J. Weldon, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

## Board Reports Received during Month

1. Railway Express Agency, Inc., New York, and the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1025). The text of the report is reproduced below.

2. Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G., Sept., p. 1136). The text of the report is reproduced below.

## Settlement Following Board Procedure

Eastern Canada Stevedoring Company Limited, Halifax, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Aug., p. 1025).

## Settlements Following Strike Action

1. Saguenay Terminals Limited, Port Alfred, and National Syndicate of Longshoremen of Ha! Ha! Bay Inc. (L.G., Aug., p. 1025).

2. Saguenay Terminals Limited, Port Alfred, and the National Syndicate of Salaried Employees of Saguenay Terminals (L.G., Aug., p. 1025).

# Report of Board in Dispute between

Railway Express Agency, Inc.

and

Brotherhood of Railway and Steamship Clerks, Freight  
Handlers, Express and Station Employees

When the parties came before the Board, the area of dispute between them was as follows. The union proposed, in brief, that existing wage rates be raised to parity with those paid the company's employees in the United States. The company rejected this proposal, but offered to sign a new agreement incorporating the results of the recent negotiations between the Canadian railways and their non-operating employees. The Board was unable to bring the parties to agreement, or indeed, to narrow the differences between them.

In the Board's view the company's position rested on two main arguments: first, that the natural standard for Canadian employees is found in Canadian rather than American working conditions, and, secondly, that the standard on which their offer is based is established by a series of precedents. The union's position, on the other hand, appears to depend on the following points: first, that the Canadian employees of the American railways who own the Railway Express Agency are paid American rates; secondly, that the company's revenues are based on American rather than Canadian scales; and, thirdly, that the settlements on the Canadian railways in recent years have been substantially modified by findings that the railways, as a result of public policy, are "unable to pay". The Railway Express Agency pleaded orally before this Board

on its corresponding financial difficulties and its burden of operating with an annual deficit.

We have weighed these arguments as carefully as we can. We have concluded that the Canadian standard, which has been confirmed by consistent precedents, is more appropriate than any standard based upon American conditions.

On the question, however, as to the use of the settlement on the Canadian railways as a complete standard there was considerable discussion among the members of this Board arising from the comments of those who have had to adjudicate or conciliate in the railway negotiations in the past few years where they have observed that the railways' "ability to pay", affected as it is by public policy, would modify their recommendations.

Mr. Slattery is of the view, since the Agency is operating at a substantial annual deficit to its owners running over 50 million dollars per year and has its own financial burdens commensurate with those in the Canadian railways, that the evidence does not justify any departure from the patterns and precedents that have been established in the past and always followed. Mr. Slattery maintains that the railway report of April 9, 1956, is the best standard available for the railway express industry in Canada, and would recommend, along with the health and welfare plan outlined below;—

an increase of 6 per cent of the wage rates, effective April 1, 1956, with one-half of this increase to be retroactive to January 1, 1956; a further increase of 2 per cent effective November 1, 1956, and a further increase of 3 per cent effective June 1, 1957.

On the other hand, Mr. Weldon is of the opinion that at the least the full wage increase of 11 per cent should be effective from January 1, 1956, since even that increase would be less than that which almost any major group of Canadian wage earners has realized. He is ready to agree that conciliators in railway disputes have been increasingly reluctant to reduce their recommendations because of inability to pay that springs from public policy, but feels that in fact the last settlement was

During November, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with the dispute between the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, and the Railway Express Agency, Inc., New York, affecting the Canadian operations of the employer.

The Board was under the chairmanship of His Honour Judge Paul E. Côté, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, T. P. Slattery, QC, and Dr. J. Weldon, both of Montreal, nominees of the company and union respectively.

The text of the report is reproduced here.

reduced for that cause to the extent at least of the delays in the wage increases. He does not dispute that the Railway Express Agency has financial difficulties in the United States, doubts that they do in respect of their Canadian operations, but in any case believes the matter irrelevant.

After further discussion, and subject to the reservations of the members of the Board indicated above, it was felt by the full Board that it was fair and reasonable, viewing the matter in a practical light, to recommend a final settlement as follows:—

1. An increase of 7 per cent in the wage rates effective January 1, 1956;

2. A further increase of 2 per cent effective November 1, 1956, such further increase to be based on the wage rates as they were at December 31, 1955;

3. A further increase of 2 per cent effective June 1, 1957, such further increase also

to be computed on the wage rates as they were at December 31, 1955;

4. Effective January 1, 1957, a health and welfare plan be instituted for the employees, on a contributory basis, costing in total 5 cents per hour (or the monthly equivalent) per employee, toward the cost of which the Agency is to contribute 2½ cents per hour (or the monthly equivalent) per employee commencing January 1, 1957, the details of such plan to be negotiated by the parties by said date.

Respectively submitted.

(Sgd.) PAUL E. CÔTÉ,  
Chairman.

(Sgd.) T. P. SLATTERY,  
Member.

(Sgd.) J. C. WELDON,  
Member.

Montreal, November 2, 1956.

## Report of Board in Dispute between Canadian Pacific Air Lines Limited and International Association of Machinists

When the Board heard the parties on November 16, 1956, eight issues were outstanding between the parties:—

1. Living allowance at outside bases.
2. Recognition of a new classification—Aircraft Technician.
3. Double time rates after specified hours.
4. Payment for travel time.
5. Overtime on reassigned days off.
6. Special fare rates on company aircraft.
7. Medical and insurance plan.
8. Wage increases.

As no facts were in dispute, there were no witnesses and no findings. The recommendations of the Board follow.

1. The question of living allowances at outside bases was settled by agreement between the parties that the following clause should be inserted in their new agreement:

The Company recognizes that if an employee or group of employees feel that he or they have been unfairly treated on the matter of special allowances, an individual or a representative of the group may seek redress through the grievance procedure.

2. The Board does not consider that there is any pressing need for recognition at the present time of the proposed new classification—Aircraft Technician.

3. As regards double-time rates after specified hours, the union advanced four proposals:—

Overtime shall be paid at the rate of double time, on the minute basis

- i. for all overtime hours worked in excess of four,
- ii. for all hours worked in excess of eight (8) on a statutory holiday,
- iii. for all hours worked in excess of eight (8) on the first of an employee's assigned rest days,

During November, the Minister of Labour received the majority and minority reports of the Board of Conciliation established to deal with a dispute between the International Association of Machinists, Canadian Airways Lodge No. 764, and the Canadian Pacific Air Lines Limited, Vancouver.

The Board was under the Chairmanship of Dr. Henry F. Angus, Victoria, who was appointed by the Minister on the joint recommendation of the other two members, John Gould and Albert Alsbury, both of Vancouver, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Alsbury. The minority report was submitted by Mr. Gould.

The text of the report is reproduced here.

- iv. for all hours worked on an employee's second rest day.

The company was opposed to any double time rates on the ground that penalty rates were inappropriate when overtime could not reasonably be avoided.

The Board recommends that overtime should be paid at the penalty rate of double time, on the minute basis, in three cases:—

- i. for all overtime hours worked in excess of twelve,
- ii. for all hours worked in excess of ten (10) on a statutory holiday,
- iii. for all hours worked in excess of eight (8) on an employee's assigned rest day.

As these rates are penalties designed to reduce overtime the Board recommends

- i. that their application should be limited to main bases,
- ii. that the clause relating to rest days should take effect only if Article 3, Clause 13, of the Agreement (Exhibit 2) is amended by adding the words, "unless the requirements of the service dictate otherwise".

4. As regards payment for travel time the parties agreed to accept the following proposal which had been drafted during their earlier negotiations:

In the event that an employee both travels and works on the same day, overtime rates shall apply to all work performed outside his scheduled working hours. When an employee travels at the request of the Company on an assigned rest day or statutory holiday and when he cannot be assigned another day off in lieu thereof within a period of ten (10) days after return to his home base, such travel time, up to a maximum of eight (8) hours shall be compensated for at overtime rates.

5. As regards overtime on reassigned days off the union dropped its argument for the period of this agreement, believing that a better understanding would result from the deletion of the present Clause 14, Article 3, and the insertion as a substitute thereof of two new clauses arrived at in the course of the earlier negotiations.

6. The Board does not consider that the proposal for special fare rates on company aircraft lower than those at present in force is justifiable. No change in existing arrangements is recommended.

7. The union asked that the company should contribute to the existing medical plan and to group life insurance pending the possible establishment of a more comprehensive plan for its railway employees which would be acceptable to the union.

The Board was unanimous in recommending that the union should have the following options:

- i. to continue the present arrangements, including sick leave,
- ii. to substitute for the present arrangements the arrangements to be made for railway employees as from the date when these come into operation or at any time thereafter.

8. As regards wage increases the only agreement between the parties was that there should be some increase and that the increase should be expressed in percentage terms so as not to disturb the relative position of employees. The union desired the new rates to be related primarily to wage rates for similar occupations in British Columbia. The company emphasized that the new rates would apply outside as well as inside British Columbia and contended that the Canadian Pacific rates should not exceed those paid by TCA.

After giving the matter very careful consideration the Board recommends a wage increase of five (5) per cent to be effective from the date of the new agreement, i.e. February 1, 1956.

The above recommendations are respectfully submitted.

(Sgd.) H. F. ANGUS,  
Chairman.

(Sgd.) A. T. ALSBURY,  
Member.

## MINORITY REPORT

It is with regret that I find myself unable to join with the Chairman and my fellow member of this conciliation board in a unanimous opinion. This dissent relates to only one of the eight matters before the Board, namely, the request of the International Association of Machinists, Canadian Airways Lodge No. 764, for a general wage increase of 10 per cent across the board. I am aware that the majority decision awards a wage increase of 5 per cent across the board. It is my view that no more and no less than 4 per cent across the board would have been the proper decision.

Canadian Pacific Airlines and Trans Canada Airlines are by far the two largest airline operators in Canada, and as between them Trans Canada Airlines (hereinafter called TCA) is several times larger in scope than Canadian Pacific Airlines (hereinafter called CPA). During the most of 1955, in the categories of employees covered by the certification from which has arisen the agreement before this Board, there was

very close to literal parity in wage levels. A new TCA agreement, dating from January 1, 1956, has been negotiated and signed. The agreement before this Board for amendment dates from only a month later, namely, February 1, 1956. The new TCA agreement, namely that dating from January 1, 1956, included as its main amendment a 4 per cent increase across the board. In other words it put TCA for 1956 and a part of 1957, 4 per cent above the 1955 CPA, wage level. Had this Board decided upon a 4 per cent increase across the board for the present CPA agreement, it would have restored approximate parity as between TCA and CPA, at least during the term of the agreement. There would have been a one month lag, namely the month of January 1956, because of the different commencement dates of the two agreements.

My colleagues on this Board have awarded to the CPA employees in this conciliation a 5 per cent increase across the board. In short, CPA is now to pay its employees more than does TCA. I see no justification for this. Such a view requires, of course, an explanation, because stated baldly it could be misinterpreted as a view that wage levels should either remain static or go up in unison across the whole of any one industry. The reasons why I feel that CPA should not be expected to lead an upward adjustment in wages paid are two:—

1. TCA during 1955 paid the highest wage scale of the industry in Canada, and during that part of 1956 which has so far expired, has again paid the highest wage scale of the industry in Canada.

2. TCA enjoys a permanent advantage over CPA, so long as the avowed policy of the present Federal Government inaugurated with the inauguration of TCA in the early 1930's continues to prevail.

In explanation of point No. 1 above, little need be said, other than that in my view if CPA is expected to match but not exceed the highest wage level in the industry in Canada, nothing more should be asked of it.

In explanation of reason No. 2 above, the facts are as follows. If one joins by a line on a map of Canada the major points of population, and therefore the major passenger traffic sources in Canada, from Vancouver to Halifax, it will be found that the line runs east and west. In other words the best passenger traffic route, and probably freight route, is the east and west run between the great centres of population. The policy of the present government is and has been since inauguration of TCA to leave that route for the exclusive use of TCA. CPA has applied for and failed to obtain the right to carry passengers east and west, and has more recently applied for and failed to obtain a licence to carry freight east and west. This is my principal reason for dissent in this matter, as I feel strongly that a line which suffers under what has so far been a permanent disadvantage in comparison to its chief competitor should not be expected to pay a higher wage level than that competitor. I would not want this dissent to be misinterpreted as the expression of an opinion with reference to public and private ownership. That is a political matter and has nothing whatsoever to do with the subject matters before this Board or with this dissent. Nor do I suggest that what is said in this dissenting report should have the slightest relationship to any other set of circumstances such as the Canadian Pacific Railway and the Canadian National Railway. An analogy does not necessarily lie. This dissent is restricted in its reasoning to the two points dealt with above, and more emphatically to the second, namely the so far permanent disadvantage under which CPA has suffered in comparison to TCA. It seems to me that a decision such as a 5 per cent increase adds to the comparative disadvantage of CPA, whereas if a difference were to be made at all between the wage levels of the two it should be in the other direction, in order to compensate for discrimination which really exists, not aggravate it.

(Sgd.) JOHN GROVES GOULD,  
Member.

## To Offer Beer during Campaign not Violation of Taft-Hartley

An employer's charge that a union had coerced workers, in violation of the Taft-Hartley Act, by buying them beer during an organizing campaign was dismissed by the United States National Labor Relations Board. "The allegation, even if true, did not constitute a violation under the Act," a Board official ruled.

Also dismissed were charges that the union had obtained signatures on membership cards by threatening workers with loss of jobs, offering reduced initiation fees, and exaggerating union wage scales in other localities.

# LABOUR LAW

## Legal Decisions Affecting Labour

Order directing representation vote that was issued before appropriate bargaining unit was determined is held invalid in Saskatchewan. In British Columbia, injunction against coercive picketing is continued

An order of the Saskatchewan Labour Relations Board directing a representation vote of Simpsons-Sears employees was quashed in the Saskatchewan Court of Appeal on the application of the employer, on the ground that the appropriate bargaining unit had not been determined by the Board before the vote was ordered.

Picketing of a British Columbia highway transport firm admittedly intended to prevent the firm from carrying on its business was held to be coercive, and an injunction against the picketing was continued until the trial of the action.

### Saskatchewan Court of Appeal . . .

. . . rules that appropriate bargaining unit must be designated before representation vote is directed

On June 26, 1956, the Saskatchewan Court of Appeal, on the application of a retail firm, quashed an order of the Saskatchewan Labour Relations Board directing a representation vote because the Board had issued the order without having first determined that the proposed unit was an appropriate one for collective bargaining purposes.

The proceedings began on August 15, 1955, when the Department Store Organizing Committee, Local 1004, filed an application asking the Board to declare a group of 325 employees of Simpsons-Sears, Limited, an appropriate unit of employees for the purpose of bargaining collectively. The Board, in an order dated October 28, 1955, directed that a vote be taken among these employees to determine whether or not they wished to be represented by Local 1004.

On November 14, 1955, the company entered a motion to quash the order on the ground that the Board had directed the representation vote without first having determined whether the unit was an appropriate one and whether the 325 persons named by the union could properly be included in the unit.

Mr. Justice Gordon, who delivered the judgment of the Court, said that there was no direct determination of any appropriate unit of the company's employees nor could he see that any designation had been made by inference, as claimed by the union. The order in question merely directed that a vote be taken.

The only power of the Labour Relations Board to direct a representation vote was that given by Section 6 of the Trade Union Act, which, he was sure, required that an appropriate unit of employees be first determined under Section 5 of the Act.

With respect to the argument that a vote could be directed for the information of the Board, the Judge said that he did not think the Board could direct a vote under Section 6 to obtain information which it should get under Section 15 of the Act, which gives the Board and its agents the power of a commissioner under The Public Inquiries Act.

After referring to two recent cases in which the Court had held that it had no power to amend or refer matters back to the Board, the Judge stated that the only power the Court had was to say whether the order of the Board was within or without its jurisdiction. In his opinion, the Board had no jurisdiction to make the order directing a vote without first determining the appropriate unit of employees.

Because counsel for the union had argued that an appropriate bargaining unit had been designated by inference, the Judge could see no reason for departing from the general rule that unsuccessful litigants pay the costs of the proceedings. He therefore quashed the order of the Board and directed that the Board and the Union pay the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

costs of the application. *Re Trade Union Act, Simpsons-Sears Limited v. Department Store Organizing Committee Local 1004* (1956) 19 WWR 439.

### British Columbia Supreme Court . . .

... holding that picketing for a coercive purpose is illegal, orders interim injunction continued

In the British Columbia Supreme Court on September 14, 1956, Mr. Justice Ruttan continued until trial an interim injunction enjoining a union from picketing the premises of a transport company on the ground that the picket, which was admitted to have been established for coercive purposes, was illegal.

The *ex parte* injunction had been granted to the Midland Superior Express Limited on May 22, 1956, by Mr. Justice Clyne after the General Truck Drivers and Helpers Union, Local 31, had picketed the plaintiff's premises following an unsuccessful attempt to unionize the company's operators.

In reply to the argument that even if other acts of the defendants were found to be illegal, the picket itself was perfectly legal under the terms of Sections 3 and 4 of the Trade-unions Act, Mr. Justice Ruttan said that there was no doubt that a legal picket could exist side by side with other illegal acts being carried on by the parties to a trade dispute. This principle had been laid down in *Williams v. Aristocratic Restaurants* (L.G. 1951, p. 1553), and had been reiterated in a more recent case, *Mostrenko v. Groves* (L.G. 1953, p. 1515), where the Judge had stated that picketing in the sense of attending at or near a place to communicate information was, in the absence of conduct amounting to trespass or nuisance, perfectly legal.

On the other hand, picketing established for purposes other than that of communicating information to the public or to the employees of the premises picketed could be enjoined as a wrongful, particularly if the purposes were coercive. In *Comstock v. Scott* (L.G. 1954, p. 119), it was held that a picket was illegal because the purpose was not to inform the public but to persuade members of other trades to stop work and thus to tie up operations of the company.

In this case the Judge was satisfied that the picket was illegal because the defendants, by their own admissions, had shown that the picket was to be used for coercive purposes. He quoted from two affidavits submitted by officers of the company which had not been challenged by cross-examination or contradictory affidavit.

One stated that an officer of the union had remarked that in addition to picketing other means would be used to bring pressure upon the plaintiff to have the operators join the union. This same official was also said to have stated that the purpose of the pickets was to stop pickups and deliveries by cartage firms engaged by the plaintiff and thus prevent him from carrying on business, and that pickets were to be sent to premises of customers in order to get them to stop doing business with the company.

It was apparent to the Judge that the primary intent of this picket was coercive to the point of threatening loss of business. He therefore ordered the injunction continued until the trial of the action. *Midland Superior Express Limited v. General Truck Drivers and Helpers Union, Local 31* (1956) 19 WWR 618.

## Recent Regulations under Provincial Legislation

Retail store employees brought under workmen's compensation plan in Ontario. Existing standards adopted as gas safety rules in Alberta

Effective January 1, 1957, retail store establishments became subject to the collective liability provisions of the Ontario Workmen's Compensation Act. This extends the protection of the Act to approximately 250,000 employees.

In Saskatchewan, the order permitting exceptions from the general hours-of-work standard for creameries, poultry processing plants and stockyards was rescinded.

Other orders deal with gas safety rules in Alberta and the examining of electrical tradesmen in Prince Edward Island.

### Alberta Gas Protection Act

Because regulations setting out a code of gas safety rules cannot be completed for several months, the Alberta government has adopted the following existing standards as interim regulations under the Gas Protection Act: Standards numbered 52 and 54 of the National Fire Protection Association and Standard No. 58 of the Dominion Board of Insurance Underwriters, which deal with liquefied petroleum gas piping and appliance installations in buildings, gas

pipng and gas appliances in buildings and the storage and handling of liquefied petroleum gases, respectively.

The order, which was approved by O.C. 1430/56 and gazetted on October 31, was made under authority of Section 9 of the Act, which provides that, upon the recommendation of the Minister of Industries and Labour, the Lieutenant-Governor in Council may declare a code of gas safety rules promulgated by an association or body of persons in force in Alberta in whole or in part, provided the code is available in printed form.

### **British Columbia Hours of Work Act**

The usual temporary order approving longer hours for the British Columbia mercantile industry during Christmas week was gazetted November 8, permitting persons employed in retail stores to work up to 10 hours on any two days during the week ending December 22 and up to 48 hours in that week.

The order was made under authority of the Hours of Work Act, which allows the Board of Industrial Relations to approve longer hours from time to time so long as they are not inimical to the interests of the employees.

### **Prince Edward Island Electrical Inspection Act**

The regulations under the Prince Edward Island Electrical Inspection Act were amended by new provisions, respecting examinations for a journeyman's licence, approved by the Lieutenant-Governor on October 11 and gazetted on October 20.

The regulations now provide that a candidate for a journeyman's licence must pass the required examination with a pass mark of 65 before a board of five members, including the Chief Electrical Inspector. Previously no pass mark was set, the regulations providing that a licence would be issued to a candidate with the prescribed qualifications who passed the practical examination.

The other requirements remain the same. An applicant for examination must have at least Grade 8 education or its equivalent and at least four years' experience in the trade or must have passed the vocational training course in electricity or an equivalent course from a recognized institution and have had from two to three years' apprenticeship training, depending upon his standing in the trade course.

### **Ontario Workmen's Compensation Act**

Retail store employees and persons employed by the Police Department of

the City of Hamilton are now entitled to benefits under the Ontario Workmen's Compensation Act as the result of two recent regulations which brought the retail mercantile industry and the Hamilton Police Department under the collective liability section of the Act. These persons will now receive compensation if they suffer injury or contract an industrial disease in the course of their employment, whereas formerly they or their representatives had to sue for damages, except in the case of retail employees whose employers had voluntarily participated in the scheme.

Retail store employees were made eligible for benefits on January 1, 1957, by O. Reg. 202/56, which was gazetted on November 3. According to statements made by the Chairman of the Board when the plan to make compensation compulsory for retailers was announced, the new regulation will cover an estimated 250,000 employees in 35,000 stores. Operation of a wholesale store or warehouse continues to be covered and wholesale mercantile businesses not carried on by means of a store or warehouse are still excluded.

Coverage was extended to employees of the Hamilton Police Department by O. Reg. 223/56, which was gazetted on November 24. Previously, both the Police Department and the Fire Department of Hamilton were excluded from the collective liability section of the Act. In November 1955, protection was given to employees of the Fire Department by O. Reg. 212/55 (L.G., Jan. 1956, p. 95).

### **Saskatchewan Hours of Work Act**

O.C. 1205/55 (L.G. 1955, p. 1064), the order permitting workers in creameries located in cities, in poultry processing plants in centres with a population of more than 3,500 and in stockyards to work up to nine hours a day at the regular rate, and to average the 44-hour week over a month, was rescinded effective December 1, by O.C. 2429/56, gazetted on November 23.

The effect of the rescinding of this order is that all poultry processing plants in the province and all creameries and stockyards located in any city or within a five-mile radius of any city are now covered by the provisions of Section 4 of the Act which requires the payment of one and one-half the regular rate for all hours worked in excess of eight in the day and 44 in the week. Creameries and stockyards located in areas outside the cities are covered by O.C. 1837/55 under which overtime is required to be paid for all hours in excess of 48 in the week (L.G., Nov. 1955, p. 1296).

## 13th Hazardous Occupations Order Issued in U.S.

The Secretary of Labor of the United States, pursuant to authority conferred by the Fair Labor Standards Act, has issued Hazardous Occupations Order No. 13, effective September 1, 1956, raising the minimum age of employment to 18 years in occupations involved in the manufacture of brick, tile and kindred products.

The Fair Labor Standards Act, which applies to concerns engaged in interstate commerce and to concerns producing goods for interstate commerce, contains provisions regulating child labour as well as provisions respecting minimum wages and hours of work (L.G. 1955, p. 1296).

Regarding child labour, the provisions of the Act seek to protect the safety, health, well-being and opportunities for schooling of young workers. In this respect, the Secretary of Labor has the authority to issue legally binding orders or regulations in certain instances and under certain conditions.

The Act provides (Section 12(a)) that no producer, manufacturer or dealer shall ship or deliver for shipment in interstate or foreign commerce any goods produced in an establishment in or about which oppressive child labour was employed within 30 days before removal of the goods; Section 12(c), added to the Act in 1949 (L.G. 1949, p. 1576), directly prohibits any employer from employing oppressive child labour in interstate or foreign commerce or in the production of goods for such commerce.

"Oppressive child labour" means first, the employment of young workers under the age of 16 years in any occupation, an exception being made for a parent or a person standing in place of a parent employing his own child or a child in his custody under the age of 16 years in an occupation other than manufacturing or mining or an occupation found by the Secretary of Labor to be hazardous; and secondly, the employment of young persons between the ages of 16 and 18 years in any occupation which the Secretary of Labor finds and by order declares to be particularly hazardous for the employment of young workers between such ages or detrimental to their health or well-being.

Authority is given the Secretary of Labor to issue orders or regulations permitting the employment of children between the ages of 14 and 16 years in non-manufacturing and non-mining occupations providing that such employment is confined to periods which will not interfere with their schooling and to conditions which will not interfere

with their health and well-being. Pursuant to this authority, the Secretary of Labor allows the employment of 14 and 15-year-old children in a limited number of occupations (L.G. 1950, p. 531).

Specific exemptions from the child labour requirements of the Act are provided for the employment of children in agriculture outside of school hours for the school district where they live while so employed; in the delivery of newspapers to the consumers; as actors or performers in motion pictures or in theatrical, radio, or television production; and employment by a parent or a person standing in a parent's place of his own child or a child in his custody under the age of 16 years in any occupation other than manufacturing, mining, or an occupation covered by one of the hazardous occupations orders issued by the Secretary.

To protect young workers from hazardous employment, the Act provides for a minimum age of 18 years in occupations found and declared by the Secretary to be particularly hazardous or detrimental to the health or well-being of minors 16 and 17 years of age. Hazardous occupations orders are issued by the Secretary of Labor after public hearings and advice from committees composed of representatives of employers and employees of the industry and the public. The effect of these orders is to raise the minimum age for employment to 18 years in the occupations covered. The orders cover:

- No. 1 —Occupations in or about plants manufacturing explosives or articles containing explosives components.
- No. 2 —Occupations of motor-vehicle driver and helper.
- No. 3 —Coal-mine occupations.
- No. 4 —Logging occupations and occupations in the operation of any saw-mill, lath mill, shingle mill, or cooperage-stock mill.
- No. 5 —Occupations involved in the operation of power-driven woodworking machines.
- No. 6 —Occupations involving exposure to radioactive substances.
- No. 7 —Occupations involved in the operation of power-driven hoisting apparatus.
- No. 8 —Occupations involved in the operation of power-driven metal forming, punching, and shearing machines.
- No. 9 —Occupations in connection with mining, other than coal.
- No. 10—Occupations in or about slaughtering and meat packing establishments and rendering plants.
- No. 11—Occupations involved in the operation of bakery machines.
- No. 12—Occupations involved in the operation of paper-products machines.

No. 13—Occupations involved in the manufacture of brick, tile and kindred products.

Order No. 13, recently issued, raises the minimum age of employment to 18 years in the manufacture of brick, tile and kindred products by declaring as particularly hazardous for employment of minors between 16 and 18 years of age, and detrimental to their health and well-being, the following occupations involved in the manufacture of clay construction products and of silica refractory products:

all work in or about establishment in which clay construction products are manufactured, except (i) work in storage and shipping; (ii) work in offices, laboratories and storerooms; and (iii) work in the drying departments of plants manufacturing sewer pipe;

all work in or about establishments in which silica brick or other silica refractories are manufactured, except work in offices.

The Order defines the term "clay construction products" as covering the following clay products: brick, hollow structural tile, sewer pipe and kindred products, refractories, and other clay products such as architectural terra cotta, glazed structural tile, roofing tile, stove lining, chimney pipes and tops, wall coping, and drain tile. The term does not include the following non-structural bearing clay products: ceramic floor and wall tile, mosaic tile, glazed and enamelled tile, faience and similar tile; nor does the term include non-clay construction products such as sand-lime brick, glass brick, or non-clay refractories.

The term "silica brick or other silica refractories" means refractory products produced from raw materials containing free silica as their main constituent.

It is specifically stated in the order that nothing in it justifies non-compliance with a federal or state law or municipal ordinance establishing a higher standard.

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## Include Equal Pay Clause In Newspaper Contract

Equality of salaries for reporters of both sexes is recognized in the collective agreement just signed by the Montreal Newspapermen's Syndicate and the publishing company of the Montreal daily *La Presse*.

The new agreement also grants an increase of \$15 a week spread over a three-year period, which brings the minimum salary for reporters with five years' service up to \$117.50 for a work-week of 37½ hours.

A pension fund is also provided, effective January 1, 1958, to which employer and employees will contribute equally.

The advantages of the previous contract are retained, including the following: time and a half for all overtime, a 15-per-cent bonus for the night staff and three weeks' vacation after one year's service.

In the field of social security, reporters employed by *La Presse* have a health insurance plan comprising medical, surgical and hospitalization benefits, as well as accident and life insurance programs to which the employer matches employee contributions.

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## Industrial Fatalities in Canada

(Continued from page 49)

the classification "collisions, derailments, wrecks, etc." 98 fatalities were recorded. These include 40 as a result of automobile or truck accidents, 17 tractor or loadmobile accidents, 17 involving watercraft and 10 as the result of aircraft accidents. "Falls and slips" were responsible for 58 fatalities

during the period, all of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 113. In British Columbia there were 92 and in Quebec 51.

During the quarter there were 112 fatalities in July, 133 in August and 103 in September.

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## Labour Conditions in Government Contracts

(Continued from page 78)

work. *Wagner Alta*: McRae & Assoc Construction Ltd, construction of dwellings. *Estevan Island B C*: Blackburn Construction Ltd, construction of radio beacon station, dwellings & related work. *Prince George B C*: North Shore Construction Co Ltd, airport lighting installation.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims, claimants on live file, and new beneficiaries all higher in October than in September but lower than in October 1955, statistics\* show. Fund reaches \$905.85 million

The number of initial and renewal claims for unemployment insurance benefit in September was 35 per cent greater than that in the previous month but about 7 per cent lower than in October 1955.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 87,929 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 65,007 in September and 94,744 in October 1955.

The number of claimants having an unemployment register in the live file on October 31 was 139,377 (88,259 males and 51,118 females), an increase of approximately 11,000 over the 128,440 (80,987 males and 47,453 females) on September 28 but about 24,000 less than the 163,100 (109,132 males and 53,968 females) recorded on October 31, 1955.

Adjudications on initial and renewal claims during October totalled 83,908, of which 62,593 or 75 per cent were in the category of "entitled to benefit". Of the 18,880 initial claims shown as "not entitled to benefit", 12,104 or 64 per cent were in respect of claimants unable to establish a benefit period. Disqualifications totalled 15,103 (including those arising from revised claims), the chief reasons being: "voluntarily left employment without just cause" 4,626 cases; "not capable of and not available for work" 3,974 cases and "refused offer of work and neglected opportunity to work" 1,850 cases.

New beneficiaries during October numbered 50,123, compared with 40,640 in September and 54,981 in October 1955.

Benefit payments during October amounted to \$8,066,104, in compensation for 420,207 weeks, in comparison with \$7,087,703

and 376,561 weeks during September and \$7,535,340, 944,389 days and 280,834 weeks during October 1955.

Complete weeks (totalling 377,473) constituted 90 per cent of the weeks compensated during October. Excess earnings was the chief reason for partial weeks, accounting for 27,829 or 65 per cent of the 42,734 partial weeks compensated.

The estimated average weekly number of beneficiaries was 95.5 thousand for October, 99.1 thousand for September and 111.1 thousand for October 1955.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for September show that insurance books or contribution cards were issued to 4,473,404 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At October 31 employers registered numbered 288,113, an increase of 287 during the month.

### Enforcement Statistics

During October, 4,466 investigations were conducted by district investigators across Canada. Of these, 3,865 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions. The

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

remaining 601 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 74 cases, 41 against employers and 33 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 214.\*

\*These do not necessarily relate to the investigations conducted during this period.

## Unemployment Insurance Fund

Revenue received in October totalled \$22,058,882.82 compared with \$19,856,432.50 in September and \$19,510,751.10 in October 1955. Benefit payments in October amounted to \$8,048,372.58, compared with \$7,073,287.57 in September and \$7,514,532.87 in October 1955. The balance in the fund at October 31 was \$905,858,158.88; at September 30, \$891,847,648.64 and at October 31, 1955, it was \$870,242,257.93.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1307, November 15, 1956

**Summary of the Facts:** The claimant, married, 26 years of age, filed an initial claim for benefit on January 3, 1956, stating that he had worked for the Shawville Dairy, Shawville, Que., as a cream and milk grader, from February 1953 to December 31, 1955, when he left voluntarily to take a three months' course at the Kemptville Agricultural School, Kemptville, Ont. He stated also that he would be willing to discontinue the course if suitable employment were offered to him.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit from January 1 to February 11, 1956, because in his opinion he had left his employment voluntarily without just cause, and for an indefinite period from January 1, 1956, on the grounds that he was not available for work (Sections 60(1) and 54(2)(a) of the Act).

From the decision of the insurance officer, the claimant appealed to a board of referees, contending that he did not leave his employment voluntarily as it had been erroneously stated in his claim for benefit, but that he was laid off because he was not a qualified cream and milk grader. He stated also that he had an understanding with his employer whereby, once he had obtained a certificate from the agricultural school, he would return to his job at the dairy.

In response to a request for further information, the employer wrote to the local office that a cream and milk grader had to have a cream and milk grading certificate and that, if the claimant had been allowed to continue in his job during

the past year, it was because his work had been supervised by a qualified grader. He confirmed the claimant's statement regarding the conditions on which he would be rehired.

The board of referees which heard the case in Kingston, Ont., on March 14, 1956, unanimously dismissed the appeal.

From the decision of the board of referees, the National Union of Dairy Workers, Local 13, of which the claimant is a member, appealed to the Umpire. The union also requested a hearing before the Umpire, which was held in Ottawa on October 15, 1956. Mr. S. Wolstein made oral representations on behalf of the claimant. Mr. C. N. Beauchamp represented the Unemployment Insurance Commission.

**Conclusions:** On the facts before me, I agree with the unanimous finding of the board of referees.

The evidence does not allow me to uphold Mr. Wolstein's view that the claimant was laid off and that his desire to find other employment while attending the Kemptville Agricultural School was genuine. The evidence indicates that he separated temporarily from his regular employment with the sole objective of obtaining a qualifying certificate.

This is borne out by his statement in his application for benefit that he had left his employment voluntarily to attend the school, by his statement in his appeal to the board, later confirmed by his employer, that he would get his job back once qualified, and by the fact that he did return to his former employment upon completion of the course.

It is not the intent of the Act to subsidize the training of workers who have regular employment. The Act provides for the payment of benefit in cases where claimants are genuinely unemployed and are directed by the Unemployment Insurance Commission to attend a course of instruction to facilitate their chances of obtaining employment.

The appeal is dismissed.

### Decision CUB-1308, November 15, 1956

**Summary of the Facts:** The claimant, married, 25 years of age, filed an initial application for benefit on April 24, 1956, stating that she had worked in Toronto as an assembler welder from September 3, 1952, to March 29, 1956, when, owing to pregnancy, she left voluntarily, and that she expected to be confined on or about November 15. She stated also that she was available for employment and that, since her separation from the employment referred to above, she had inquired about lighter work from her former employer, who had told her that there was no vacancy but that in the event of a suitable opening she would be advised.

The employer reported that the claimant had left voluntarily for personal reasons.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit until after confinement, as from April 22, 1956, because in his opinion she was not available for work within the meaning of Section 54(2) of the Act.

The claimant appealed to a board of referees on May 10, 1956, stating that, after having been refused two weeks' leave of absence, she nevertheless took the time off, the work being very slack and the plant operating on short time. She stated also that the foreman had told her she might be rehired when the new plant opened in June 1956.

On June 1, the claimant informed the local office that the lighter job which she had inquired about had been filled by another employee.

The board of referees which heard the case in Toronto on June 1, 1956, unanimously held that the claimant had left her employment voluntarily because she

had been refused two weeks' leave of absence and not because of pregnancy. The board held that, when she filed her claim for benefit on April 24 in the second month of her pregnancy, she could have been considered as acceptable to employers and, therefore, available for work. Consequently it removed the disqualification imposed under Section 54(2)(a) of the Act. It imposed, however, a disqualification for the period from April 22, 1956, to May 5, 1956, pursuant to Section 60(1) of the Act.

From the decision of the board of referees, the Director of Unemployment Insurance appealed to the Umpire.

**Conclusions:** In previous decisions I maintained that, in cases where a claimant leaves her employment on account of pregnancy, there is a presumption of her non-availability for work. I maintained also that such presumption can be overcome only by demonstrating exceptional circumstances.

In the present case the evidence clearly indicates that the claimant left her employment voluntarily on account of pregnancy. She said so in her application for benefit and repeated this statement in a telephone conversation on June 1 with an officer of the local office.

There is therefore a presumption that she was not available for work and, in my opinion, this presumption has not been successfully rebutted. The sole fact that she may have requested lighter work with her former employer does not warrant casting aside the implication in her voluntary separation that she was unwilling to work. There is no evidence that she made any effort to find employment elsewhere.

As to the question of whether or not she had good cause to leave her employment voluntarily, it was not before the board of referees and therefore its decision in that respect is *ultra vires*.

In conclusion I may say that it is inadvisable to disqualify a claimant until after confinement, as was done by the insurance officer in this case. Circumstances may vary and warrant later a finding of availability notwithstanding pregnancy.

The appeal is allowed.

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Changes in unemployment compensation laws in the United States in 1956 increased maximum weekly benefit amounts in four states and extended maximums duration in three. Benefit maximums were raised to \$30 in Georgia, to \$32 in Kentucky, to \$35 in Massachusetts and to \$28 in Virginia. Maximum duration was raised to 22 weeks in Georgia, to 20 in Mississippi and to eight weeks in Virginia.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during November Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 132 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 96 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd. ....	6	\$ 46,060.00
Defence Production (October) .....	131	1,235,239.00
Defence Production (November) .....	149	1,299,386.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during November

During November the sum of \$13,032.48 was collected from 13 employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 450 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Fort Garry Man:* Bird Construction Co Ltd, additions & alterations to ROP-AR piggery, University of Manitoba. *The Pas Man:* M W Leslie, construction of ditch, Pasquia Project.

### Central Mortgage and Housing Corporation

*Shearwater N S:* Terminal Construction Co Ltd, site improvement & planting. *Campagetown N B:* Newton Construction Co Ltd, construction of school, including walks, drives & underground services; L G Rawding Construction Ltd, clearing, grubbing & burning at neighbourhood 4; Eastern Woodworkers Ltd, construction of housing units. *Valcartier Que:* Southern Structural & Reinforcing Steel, supply & erection of steel for school. *Barriefield Ont:* Evans Contracting Co, site improvement & planting. *London Ont:* City Gas Co, \*conversion of oil burners to gas, Cleve Court. *North Bay Ont:* E P A Construction Co Ltd, construction of housing units. *Ottawa Ont:* Otis Elevator Co Ltd, \*installation of dumbwaiter, Laurentian Terrace. *Windsor Ont:* Head Construction Supply Co Ltd, construction of housing units. *Shilo Man:* Peter Leitch Construction Ltd, construction of school & services. *Edmonton Alta:* P Janiten, landscaping & repairs to basements; Alaskan Heating & Air Conditioning, installation of eavestroughs; Van Vliet Construction Co Ltd, installation of underfloor weeping tile & wall repairs. *Jericho Beach B C:* Smith Bros & Wilson Ltd, construction of housing units & services.

### Department of Citizenship and Immigration

*Esksani Indian Agency N S:* M R Chappell, additions & alterations to day school. *Abitibi Indian Agency Que:* La Societe D'Entreprise Gen Ltee, construction of root house & bldg, Amos IRS. *Dauphin Indian Agency Man:* Monarch Lumber Co Ltd, \*general maintenance, Pine Creek IRS. *Carlton Indian Agency Sask:* Botting & Dent Ltd, additions & alterations, Prince Albert IRS. *Meadow Lake Indian Agency Sask:* Olof Lidfors, replacement of roof, Beauval IRS.

### Defence Construction (1951) Limited

*Summerside P E I:* M F Schurman Co Ltd, construction of beacon bldg, RCAF Station. *Dartmouth N S:* McDonald Construction Co Ltd, addition to fire hall, HMCS *Shearwater*; Paul Maillet & Carl Jansen, replacement of line poles, RCNAS *Shearwater*. *Deep Brook N S:* R A Douglas Ltd, construction of reservoir & water supply main, HMCS *Cornwallis*. *Halifax N S:* Cameron Contracting Ltd, construction of WOs' & sergeants' mess & outside services, Windsor Park. *Campagetown N B:* Newton Construction Co Ltd, construction of detention barracks & gate house; Atlas Construction Co Ltd, construction of chapels. *Nicolet Que:* Coseley Engineering (Canada) Ltd, construction of prefabricated stores warehouse. *St Johns Que:* B & H Metal Industries Co Ltd, supply & erection of structural steel for barrack blocks, RCAF Station; Foster Wheeler Ltd, supply & installation of steam generating unit & auxiliary equipment, CMR. *Camp Borden Ont:* Barclay Construction Ltd, construction of lecture training bldg & outside services; E S Fox Plumbing & Heating Ltd, conversion of furnaces to oil in PMQs, RCAF Station. *Clinton Ont:* Canadian National Railways, \*installation of mud rail, RCAF Station. *Rivers Man:* Foster Wheeler Ltd, supply & installation of steam generating unit & auxiliary equipment, RCAF Station. *Winnipeg Man:* Peter Leitch Construction Ltd, construction of garage & outside services, RCAF Station. *Calgary Alta:* Burns & Dutton Concrete & Construction Co Ltd, construction of junior ranks club, Sarcee Camp. *Edmonton Alta:* W C Wells Construction Co Ltd, construction of

detention barracks & outside services; Bird Construction Co Ltd, construction of residual work to central heating plant, Griesbach Barracks; Burns & Dutton Concrete & Construction Co Ltd, construction of physical training bldg & outside services; Poole Construction Co Ltd, construction of telephone exchange bldg & outside services, Griesbach Barracks. *Comox B C*: Canadian Comstock Co Ltd, construction of fuel pipeline from wharf to RCAF Station.

### Building and Maintenance

*Camp Gagetown N B*: Forest Protection Ltd, \*application of herbicide, Army Training Area. *Uplands Ont*: J R Douglas Ltd, \*repairs to hangar roof, RCAF Station. *Macdonald Man*: Couture & Toupin Ltd, replacement of drill hall floor, RCAF Station. *Fort Nelson B C*: Geo W Crothers Ltd, supply & installation of diesel electric generator, mile 295, NWHS. *Nanaimo B C*: General Construction Co Ltd, resurfacing of roads.

### National Harbours Board

*Montreal Que*: J G Fitzpatrick Ltd, construction of travelling shiploader, gallery No 2. *Quebec Que*: Emile Frenette Ltee, construction of service house. *Vancouver B C*: Northland Machinery Supply Co Ltd, supply & installation of flax cleaners & auxiliary equipment, elevator No 3.

### Department of Public Works

*New Glasgow N S*: F A MacDougall, construction of RCMP detachment quarters. *Saw Pit N S*: Atlantic Bridge Co Ltd, wharf reconstruction. *Fabre Que*: Paul O Goulet, protection works. *Grande Riviere Que*: James S Watt, construction of slipway. *L'Islet Que*: J P A Normand Inc, repairs to roadway. *Malbaie Que*: Beaudin & Couture, landing reconstruction. *Montreal Que*: J Lamontagne Ltd, replacement of passenger elevator, Postal Station "H"; L P Theriault Construction Ltd, alterations & additions to Postal Station "R"; Dominion Sprinkler Co Ltd, installation of automatic sprinkler system, RCMP garage; J Lamontagne Ltd, additions & alterations to Postal Station "S". *Pointe au Loup Que*: Adrien Arseneau, slipway repairs. *Pointe Basse Que*: Fabien Arseneau, construction of slipway & hauling plant. *Quebec Que*: Provincial Engineering Ltd, extension to central heating plant for Governor Generals' quarters, The Citadel. *Tadoussac (Anse Tadoussac) Que*: L'Atelier Mecanique de la Malbaie Engr, wharf repairs. *Crystal Beach Ont*: Robin Stewart Construction Ltd, construction of post office. *Hagersville Ont*: Harry Wunder Construction Ltd, construction of federal bldg. *Kincardine Ont*: Dean Construction Co Ltd, repairs to harbour works. *Ottawa Ont*: James H Wilson, installation of laboratory fittings in testing laboratory, Tunney's Pasture; Thos Fuller Construction Co Ltd, reconstruction of power & pilot plants, Rideau Falls; Bedard-Girard Ltd, installation of testing equipment in testing laboratory, Tunney's Pasture; Edge Ltd, installation of automatic sprinkler system in cafeteria bldg, National Research Council; Otis Elevator Co Ltd, supply & installation of elevator in Mortimer Bldg. *Sundridge Ont*: Bertram Bros, construction of post office. *Thamesville Ont*: Mac Construction Co, construction of post office. *Thunder Beach Ont*: Ruliff Grass Construction Co Ltd, construction of wharf. *Toronto Ont*: Frankel Steel Construction Ltd, supply, fabrication & erection of structural steel for federal bldg, Adelaide St. *Winnipeg Man*: Kummern-Shipman Electric Ltd, installation of electrical service in Commercial Bldg. *Broadview Sask*: Bird Construction Co Ltd, construction of federal bldg. *Kelvington Sask*: Bird Construction Co Ltd, construction of RCMP detachment quarters. *Regina Sask*: North West Electric Co Ltd, installation of street lighting at RCMP barracks. *Esquimalt B C*: Victoria Machinery Depot Co Ltd, docking & repairs to First Graving Dock floating caisson. *Fraser River (Fraser Mills) B C*: Marine Pipeline & Dredging Ltd, \*dredging. *Ucluelet B C*: Basarab Construction Co Ltd, construction of RCMP detachment bldg. *Vancouver B C*: Northern Construction Co & J W Stewart Ltd, construction of tunnel at post office bldg.

### Department of Transport

*Gander Nfld*: Bryant Electric Co Ltd, installation of power services at Townsite. *Stevensville Nfld*: United Construction Trades Ltd, airport lighting. *Greenwood N S*: Lewis Bros Asphalt Paving Ltd, additional development at airport. *Sydney N S*: Lynk Electric Ltd, airport lighting facilities. *Allanburg Ont*: The Canadian Bridge Co Ltd, replacement of counterweight ropes, Bridge No 10, Welland Ship Canal. *Port Weller & Thorold Ont*: Provincial Engineering Ltd, replacement of fender rope, various locks, Welland Ship Canal. *Timmins Ont*: Bedard-Girard Ltd, installation of airport lighting. *Broadview Sask*: Pearson Construction Co Ltd, construction of VHF omni range bldg & related

(Continued on page 72)

# WAGES, HOURS, WORKING CONDITIONS

## Working Conditions in Retail Trade

About 56 per cent of sales employees in retail trade, almost three-quarters of office employees and about 61 per cent of other employees (shippers, stock-keepers, truck drivers, etc.) on five-day work-week

Sales employees in retail trade tend to be subject to slightly less liberal standards than other workers in the industry as regards hours of work, vacations and statutory holidays, according to the April 1956 survey of working conditions in retail trade.

The 1956 survey by the Economics and Research Branch of the Department of Labour covered 1,280 retail outlets employing 73,501 sales employees, 25,598 office employees and 40,841 employees of other types. For the most part, the survey is limited to establishments employing 15 or more workers; the accompanying statistics should, therefore, be considered as representative of the situation in the medium and larger stores.

### Sales Employees

The work schedule of about 56 per cent of the sales employees was five days per week. The standard weekly hours varied considerably, ranging between 37½ and 48 for substantial numbers of employees. The largest single group, 29 per cent of the total sales force reported, were on a 40-hour week.

As for vacations, virtually all stores reported at least two weeks; stores employing two-thirds of the total in the survey reported three weeks and those employing more than one-third of the sales staff reported four weeks. For three weeks, 15 years was the most common service requirement, although it was less than 15 years for about one-fifth of the employees; for four weeks' vacation, the usually stipulated service was 25 years.

Nine or more paid statutory holidays were available to almost two-thirds of the sales personnel of the establishments reporting to the survey; only 3 per cent were granted fewer than seven such holidays.

Coverage of sales employees in retail trade under pension plans, group life insurance, hospitalization, surgical benefit plans and physicians' services in hospital, was

more than two-thirds of the total included in the survey; coverage for physicians' home and office calls was almost one-third, while for major medical costs it was about one-seventh.

Virtually all sales employees were entitled, under the terms of their employment, to rest periods, with two 10- or two 15-minute periods per day being the predominant practice.

### Office Employees

The work-week of office employees in retail trade is, on the whole, shorter than for the other two categories dealt with in this article. Almost three-quarters of the office employees enjoyed a five-day week. Two out of every five office workers were on a 40-hour weekly schedule, and another 43 per cent had a schedule of fewer than 40 hours.

Vacation practice for office employees followed closely the pattern for sales staffs. However, four-week vacations were available to a larger proportion of office employees (57 per cent) than of sales personnel. Almost half the office employees of retail stores enjoyed nine paid statutory holidays and another 22 per cent were entitled to more than nine. The proportionate coverage of office employees under pension and insurance plans was somewhat higher than for sales staff.

### Other Employees

Employees of retail establishments who could not be classified as either sales or office staff, such as shippers, stock-keepers, truck drivers, warehouse employees, etc., tend to work shorter hours than sales staff, approaching fairly closely the standards of office workers. About 61 per cent were on a five-day schedule and a slightly higher percentage were working 40 hours or fewer per week.

Vacations, too, followed the office pattern, the percentage distribution of employees

for two-, three- and four-week vacations being very similar to that for office employees. About 62 per cent of these employees were in stores where nine or more paid statutory holidays were given.

Coverage of employees in this category under pension and insurance plans was slightly smaller though similar in pattern to that for office employees.

Information similar to that contained in the accompanying table is available for any of the following cities: Halifax, Saint John, Quebec, Montreal, Ottawa, Toronto, Hamilton, Sudbury, London, Windsor, Fort William and Port Arthur, Winnipeg, Regina, Saskatoon, Calgary, Edmonton, Vancouver and Victoria. It may be obtained upon request to the Economics and Research Branch, Department of Labour, Ottawa.

# WORKING CONDITIONS OF EMPLOYEES IN RETAIL TRADE, APRIL 1, 1956

Survey Coverage	Number of		
	Sales Employees 73,501	Office Employees 25,598	"Others" 40,841
Percentage of Employees			
<i>Standard Weekly Hours</i>			
37½ and less .....	3.5	17.2	3.8
Over 37½ and under 40 .....	14.4	25.7	18.8
40 .....	28.9	40.4	40.6
Over 40 and under 44 .....	13.5	10.5	13.1
44 .....	13.5	3.3	9.3
Over 44 and under 48 .....	22.7	2.1	5.4
48 .....	2.0	0.4	5.1
Over 48 .....	1.5	0.4	3.9
On a 5-day week (1) .....	55.9	73.5	60.8
<i>Vacations With Pay</i>			
Employees in establishments reporting:			
Two weeks with pay .....	99.1	99.3	95.6
After: 1 year or less .....	78.6	75.3	70.6
2 years .....	17.1	21.9	17.7
3 years .....	1.5	1.1	3.5
5 years .....	1.7	0.8	3.4
Other periods .....	0.2	0.2	0.4
Three weeks with pay .....	67.4	62.6	63.3
After: 5 years .....	13.4	3.6	8.9
10 years .....	5.4	3.3	4.4
15 years .....	38.3	46.5	42.1
20 years .....	1.6	1.4	1.6
25 years .....	7.5	7.2	6.1
Other periods .....	1.2	0.6	0.2
Four weeks with pay .....	34.7	57.4	53.4
After: 25 years .....	30.7	43.9	40.7
Other periods .....	4.0	13.5	12.7
<i>Paid Statutory Holidays</i>			
Employees in establishments reporting:			
None .....	0.2	0.1	2.7
Less than 7 .....	3.0	1.5	4.1
7 .....	10.3	6.0	4.4
8 .....	21.0	19.9	24.2
9 .....	44.6	49.4	38.8
More than 9 .....	19.9	22.3	23.1
No information .....	1.0	0.8	2.7
<i>Pension and Insurance Plans</i>			
Employees in establishments reporting:			
Pension plan .....	84.4	85.5	82.4
Group life insurance .....	79.9	89.1	84.4
Hospitalization .....	77.4	86.8	84.4
Surgical benefits .....	76.2	83.2	80.3
Physician's services in hospital .....	66.4	79.2	73.4
Physician's home and office calls .....	31.8	49.2	48.1
Major medical (catastrophe insurance) .....	14.4	15.1	20.7
<i>Rest Periods</i>			
Employees in establishments reporting rest periods .....			
Two rest periods of:	94.5	—	—
10 minutes .....	20.8	—	—
15 minutes .....	51.3	—	—

(1) Includes a small number of employees in establishments reporting alternate weeks of 5 and 5½ days.

# STRIKES AND LOCKOUTS

## Canada, November 1956\*

In November 1956, fewer workers were involved in work stoppages than in any November since 1948 and the time loss was the lowest recorded for any November since 1951. The time loss was substantially lower than in any of the preceding six months of the year.

Half the time lost during November was caused by three stoppages involving: textile and knitted goods factory workers at St. Jérôme, Que., coal miners at Drumheller and East Coulee, Alta., and cigar and cigarette factory workers at Montreal.

Preliminary figures for November 1956 show a total of 36 strikes and lockouts involving 4,241 workers with a time loss of 40,860 man-working days, compared with 40 strikes and lockouts in October 1956 with 15,315 workers involved and a loss of 133,870 days. In November 1955 there were 27 strikes and lockouts with 21,581 workers involved and a loss of 379,725 days.

For the first 11 months of 1956 preliminary figures show a total of 218 strikes and lockouts involving 88,124 workers with a time loss of 1,245,805 days. In the same period in 1955 there were 155 strikes and lockouts, 58,911 workers involved and a loss of 1,534,990 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in November 1956 was 0.05 per cent of the estimated working time; October 1956, 0.15 per cent; November 1955, 0.43 per cent; the first 11 months of 1956, 0.13 per cent; and the first 11 months of 1955, 0.16 per cent.

The demand for increased wages was a factor in 23 of the 36 stoppages in existence during November. Of the other disputes, five arose over dismissals and employment of workers, three over union questions, three over reduced earnings and two over conditions of work.

Of the 36 stoppages in existence during November, three were settled in favour of the workers, four in favour of the employers, seven were compromise settlements and 10 were indefinite in result. At the end of the month 12 stoppages were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; and newspaper printing plant workers at Montreal on April 20, 1955. The strike of women's clothing factory workers at Montreal which began on February 23, 1954, and that of lumber mill workers at Saint John, N.B., on May 26, 1955, are presumed to have lapsed as no reports have been received to the contrary).

## Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

### Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in September 1956 was 250 and 19 were still in progress from the previous month, making a total of 269 during the month. In all stoppages of work in progress, 41,700 workers were involved and a time loss of 217,000 days caused.

Of the 250 disputes leading to stoppage of work that began in September, 16, directly involving 7,100 workers, arose over demands for advances in wages, and 99, directly involving 12,700 workers, over other wage questions; seven, directly involving 2,900 workers, over questions as to working hours; 13, directly involving 1,500 workers, over questions respecting the employment of particular classes or persons; 111, directly involving 7,100 workers, over other questions respecting working arrangements; three, directly involving 300 workers, over questions of trade union principle; and one, directly involving 400 workers, was in support of workers involved in another dispute.

\*See Tables G-1 and G-2 at back of book

## Australia

According to preliminary figures in the Australian *Monthly Bulletin of Employment Statistics* for July 1956, a total of 283 work stoppages arose out of industrial disputes during the second quarter of 1956. There were 86,050 workers involved and a loss of 186,062 working days.

## United States

Preliminary figures for October 1956 show 325 work stoppages resulting from labour-management disputes beginning in the month, involving 130,000 workers. The time loss for all work stoppages in progress during the month was 1,000,000 days. Corresponding figures for September 1956 were 325 stoppages, 150,000 workers and a loss of 1,500,000 days.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, December 1956\*

Canada's consumer price index (1949=100) increased fractionally from 120.3 to 120.4 between November and December 1956. In December 1955 it stood at 116.9.

During November, increases in four of the five group indexes more than offset a decrease of 0.3 per cent in the food index.

Foods moved from 117.9 to 117.5 as a substantial decrease was recorded in egg prices, while prices were lower for most cuts of beef, some fresh vegetables, tea and coffee. Increases in bread and milk, which showed up in the November index in some cities, occurred in additional cities in December. Pork prices continued to move up, while most canned fruits and vegetables, sugar and jam were higher.

The shelter index advanced from 133.4 to 133.5 as a result of increases in both the rent and home-ownership components.

The clothing index moved from 108.4 to 108.6 as increases were reported for men's and women's shoes and some items of men's and women's clothing.

Higher prices for coal, furniture, utensils and equipment, laundry, dry cleaning and shoe repairs were responsible for an increase from 118.1 to 118.6 in the household operation index.

The other commodities and services index was slightly higher at 122.9 compared with 122.8 a month earlier.

Group indexes one year earlier were: food 112.4, shelter 131.0, clothing 108.5, household operation 116.6, and other commodities and services, 118.3.

## City Consumer Price Indexes, November 1956†

Consumer price indexes (1949=100) were higher in all but one of the ten regional cities between October and November 1956, the index for Saskatoon-Regina remaining unchanged.

An increase of 0.8 per cent in the Montreal index was the largest recorded; other increases ranged from 0.1 per cent in St. John's to 0.5 per cent in both Ottawa and Toronto.

Movements in two of the five groups, foods and other commodities and services, were responsible for most of the changes in the total indexes. Higher prices were general in all ten cities for 1957 models of passenger cars. Most canned fruits and vegetables were higher in all regions. Domestic grown fresh vegetables were somewhat lower, while imported fresh vegetables moved higher. Eggs declined in most cities. Beef declined seasonally in most cities while pork was up in some cities and declined in the remainder. Bacon prices rose in all ten cities, while chicken was down in most regions.

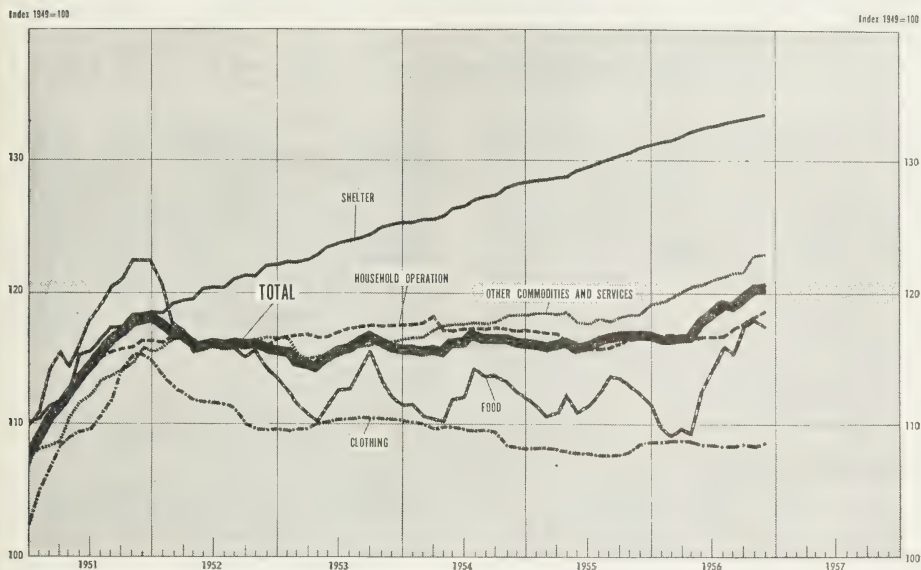
Regional consumer price index point changes between October and November were as follows: Montreal +1.0 to 120.9; Ottawa +0.6 to 121.5; Toronto +0.6 to 123.1; Saint John +0.4 to 120.4; Halifax +0.3 to 118.0; Winnipeg +0.3 to 118.4; Vancouver +0.3 to 121.5; Edmonton-Calgary +0.2 to 117.7; St. John's +0.1 to 107.0.‡ Saskatoon-Regina remained unchanged at 117.2.

†See Table F-2 at back of book.

‡On base June 1951=100.

\*See Table F-1 at back of book.

## CONSUMER PRICE INDEX FROM JANUARY 1951



### Wholesale Prices, November 1956

Canada's general wholesale price index (1935-39=100) eased 0.2 per cent to 226.6 from 227.1 during October. This was the second consecutive month in which the index has declined. The November 1955 index was 220.7.

Decreases in October in four of the eight component groups more than offset increases in the other four.

The largest decrease was in non-ferrous metals, which declined 3.1 per cent to 187.3 from 193.3. Despite increases for fresh milk, whitefish, hogs in some centres, and cured meats, lower prices for eggs and beef carcasses were chiefly responsible for a slight downward movement in the animal products group to 235.1 from 235.4. A decrease in the wood products group to 299.1 from 301.4 resulted from lower prices for cedar shingles, fir timber and upholstered furniture, despite slightly higher prices for white pine. The chemical products group eased 0.1 per cent to 180.3 from 180.4.

The non-metallic minerals group rose 1.4 per cent to 183.8 from 181.3; the vegetable products index 0.5 per cent to 197.3 from 196.3; the iron products index 0.3 per

cent to 249.0 from 248.3; and the textile products group 0.1 per cent to 232.7 from 232.4.

**The composite index of farm products** prices at terminal markets climbed 0.7 per cent to 209.4 from 208.0 between October and November. The field products index advanced 2 per cent to 163.1 from 159.9.

**Residential building material prices** were virtually unchanged, the index (1935-39=100) declining only from 293.5 to 293.3. The non-residential building materials index (1949=100) moved to 129.3 from 129.5.

### U.S. Consumer Price Index, November 1956

For the fifth time in six months, the United States consumer price index rose to a new high in November, advancing 0.1 per cent to 117.8 in mid-November from 117.7 in mid-October (1947-49=100). In mid-November 1955 it stood at 115.0.

Seasonal reductions in food prices cut the food index 0.2 per cent but every other classification went up. The transportation index climbed 0.6 per cent because of higher prices for 1957 model automobiles.

# Publications Recently Received

## in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 101.

### Accident Prevention

1. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *Safe Access above Ground Level*. Melbourne, 1956. Pp. 22.

Accidents due to people falling are very common in industry. Therefore it is essential that access to parts of buildings above ground level should be safe.

2. GREAT BRITAIN. FACTORY DEPARTMENT. *Fencing and Safety Precautions for Cotton Spinning and Weaving Machinery. Part 3. Cotton Weaving and Subsidiary Processes*. London, HMSO, 1955. Pp. 21, 76.

Describes the main hazards of the machines used in cotton weaving and the methods of protection required for the machinery.

3. HOME INSURANCE COMPANY, NEW YORK. *Tips to the Handyman-Hobbyist on How to do It Safely*. New York, c1954. Pp. 46.

### Annual Reports

4. BOMBAY. REGISTRAR OF TRADES UNIONS. *Annual Report on the Working of the Indian Trade Unions Act, 1926, for the State of Bombay, 1954-55*. Bombay, Government Press, 1956. Pp. 287.

5. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the Year ended December 31st, 1955*. Victoria, Queen's Printer, 1956. Pp. 152.

6. CANADA. BUREAU OF STATISTICS. *Annual Report for the Fiscal Year ended March 31, 1956*. Ottawa, Queen's Printer, 1956. Pp. 45.

7. CANADA. BUREAU OF STATISTICS. *Annual Report on Benefit Years established and terminated under the Unemployment Insurance Act, Calendar Year, 1955*. Ottawa, Queen's Printer, 1956. Pp. 63.

8. CANADA. DEPARTMENT OF LABOUR. *Forty-Fifth Annual Report on Labour Organization in Canada*. 1956 Edition. Ottawa, Queen's Printer, 1956. Pp. 124.

9. KENYA COLONY AND PROTECTORATE. LABOUR DEPARTMENT. *Annual Report, 1955*. Nairobi, Government Printer, 1956. Pp. 59.

10. *Life Insurance Fact Book, 1956*. New York, Institute of Life Insurance, 1956. Pp. 112.

11. MANITOBA. DEPARTMENT OF HEALTH AND PUBLIC WELFARE. *Annual Report for the Calendar Year 1955*. Winnipeg, Queen's Printer, 1956. Pp. 245.

12. MANITOBA FARMERS' UNION. *Report of the 5th Annual Convention, December 5, 6, 7th 1955*. Winnipeg, 1955. Pp. 10.

13. NATIONAL INDUSTRIAL CONFERENCE BOARD. *40 Years of Economic Growth*. Prepared for the 40th Annual Meeting of the Conference Board, May 16, 17, 18, 1956. New York, 1956. Pp. 31.

14. NEW ZEALAND. DEPARTMENT OF LABOUR. *Report for the Year ended 31 March 1956*. Wellington, Government Printer, 1956. Pp. 85.

15. SASKATCHEWAN. DEPARTMENT OF PUBLIC HEALTH. *Annual Report for the Fiscal Year April 1, 1954 to March 31, 1955*. Regina, Queen's Printer, 1956. Pp. 174.

### Automation

16. CANADIAN INSTITUTE ON PUBLIC AFFAIRS. *Proceedings of the 1956 Winter Week-End Conference on:—Automation, What It means to You, held at Upper Canada College, Toronto, February 24th, 25th and 26th, 1956*. Toronto, 1956. Pp. 51.

Topics discussed at the conference: Automation—more goods, fewer jobs?; Automation for Canada—today and tomorrow; The effects of automation on education; Living with a 30-hour week.

17. DIEBOLD, JOHN. *Automation, the Advent of the Automatic Factory*. New York, Van Nostrand, 1952. Pp. 181.

Discusses the economic and social effects of automation, mentions some problems and their solutions, and shows how automation can be used by the businessman.

18. REUTHER, WALTER PHILIP. *The Impact of Automation*. Testimony before the Sub-committee on Economic Stabilization of the Joint Committee on the

Economic Report of the U.S. Congress, October 17, 1955. Detroit, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, 1955. Pp. 33.

## Business

19. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. AGRICULTURE DEPARTMENT. *Manual on Business-Farm Days*. Washington, 1955. Pp. 14.

"The kind of 'Day' covered in this manual is an exchange visit between the businessmen on farms (farmers and their families) and the businessmen in town and city for the purpose of meeting together to talk over and explore the business operations of each other."

20. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Chartbook of Current Business Trends*. 2d ed. New York, 1956. Pp. 60.

Contains charts of industrial production, gross national product, wholesale prices, consumer prices, average workweek, average hourly earnings, average weekly earnings, personal income, among other items.

21. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Why and How of Corporate Giving*. New York, 1956. Pp. 124.

Contains a summary of three round table discussions devoted to important aspects of company contributions: How to write a policy for company contributions; How to budget and administer company contributions; How to support higher education.

## Congresses and Conventions

22. AMALGAMATED UNION OF BUILDING TRADE WORKERS OF GREAT BRITAIN AND IRELAND. *Thirty-Fifth Annual Report from the Last Meeting Night in December, 1954, to the Last Meeting Night in December, 1955*. London, 1956. Pp. 91.

23. BOOT AND SHOE WORKERS' UNION. *Proceedings of 21st Convention held at New York City, N.Y. beginning June 20, 1955*. Boston, 1955? Pp. 130.

24. COMMERCIAL TELEGRAPHERS' UNION. *Proceedings of the 26th Regular Convention, Houston, Texas, October 17 to 21, 1955*. Washington, 1956? Pp. 51.

25. FARMER LABOUR TEACHER INSTITUTE. *Report of the Ninth Annual Farmer-Labour-Teacher Institute, Valley Centre, Fort Qu'Appelle, June 30-July 3, 1955*. Regina, 1956? Pp. 28.

26. INTERNATIONAL BROTHERHOOD OF PAPER MAKERS. *Proceedings of the 21st Constitutional Convention; with Report of Executive Officers, May 9th-May 14th, 1955*. Miami Beach, Florida. Albany, 1955? Pp. 191.

27. INTERNATIONAL TECHNICAL CONFERENCE ON THE CONSERVATION OF THE LIVING RESOURCES OF THE SEA, ROME, 1955. *Papers presented at the International Technical Conference of the Living Resources of the Sea, Rome, 18 April to 10 May 1955*. New York, United Nations, 1956. Pp. 371.

This conference was called by the Secretary-General to assist the International Law Commission to prepare draft articles on certain basic aspects of the international regulation of fisheries.

28. OFFICE EMPLOYEES INTERNATIONAL UNION. *Proceedings, 6th Convention, June 13-17, 1955, New York City*. Washington, 1956? Pp. 312.

29. UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA. *Twentieth Convention, Proceedings 1955 ... Cleveland, Ohio, Sept. 19-23, 1955*. New York, 1956? Pp. 78.

## Cost and Standard of Living

30. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *Consumer Attitudes and Inclinations to buy, August-September 1956*. Ann Arbor, Mich., 1956. Pp. 23.

The Survey Research Center interviewed 1,350 families throughout the United States during August 1956 and asked them questions about their personal financial outlook, their buying plans, and their evaluation of general business and market conditions.

31. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Compensating Expatriates for the Cost of living abroad*, by J. Frank Gaston and John Napier. New York, 1955. Pp. 48.

Discusses a survey of 13,000 employees of 117 American companies living in about 87 different countries or territories outside the United States and Canada.

32. U.S. BUREAU OF LABOR STATISTICS. *Average Retail Prices, 1955. Selected Commodities and Services (Other than Food and Housing) included in the Consumer Price Index*. Washington, GPO, 1956. Pp. 106.

"Average prices in 1955 are presented for approximately 150 items in certain major expenditure categories in the 20 largest cities surveyed regularly by the U.S. Department of Labor's Bureau of Labor Statistics."

## Discrimination in Employment

33. CONNECTICUT. COMMISSION ON CIVIL RIGHTS. *Minority Group Integration by Labor and Management; a Study of the Employment Practices of the Larger Employers, and the Membership Practices of the Larger Labor Unions with Respect to Race, Religion, and National Origin*,

Connecticut, 1951. Prepared by Henry G. Stetler, Supervisor, Division of Research. Hartford, 1953. Pp. 67.

The study was conducted in five areas: Bridgeport, Hartford-New Britain, New Haven, Stamford and Waterbury. A survey was made among employers of more than 1,000 persons, larger labour union locals and among persons belonging to minority groups.

34. MASSACHUSETTS. COMMISSION AGAINST DISCRIMINATION. *Annual Report, November 30, 1954, to November 30, 1955*. Boston, 1956. Pp. 18.

## Economic Conditions

35. INTERNATIONAL LABOUR OFFICE. *Social Aspects of European Economic Co-operation; Report by a Group of Experts*. Geneva, 1956. Pp. 179.

The group of experts discussed the following questions:

1. whether international differences in labour costs and social security costs do or do not hinder freer trade;
2. the need for policies to remove restrictions on freer trade;
3. whether, if there should be a freer international market, it might be necessary for the countries of Europe to formulate and carry out their social and economic policies with a greater degree of international consultation and co-ordination than at present;
4. the social problems connected with freer international movement of labour.

36. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in Africa, 1954-1955*. Supplement to *World Economic Survey, 1955*. New York, 1956. Pp. 100.

Contents: 1. Agricultural Production. 2. Mining and Mineral Production. 3. Fuel and Power and Secondary Industries. 4. Foreign Trade. 5. Investment.

37. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Economic Developments in the Middle East, 1954-1955*. Supplement to *World Economic Survey, 1955*. New York, 1956. Pp. 151.

Contents: 1. Production and Transport. 2. Growth of Petroleum Industry. 3. Foreign Trade and Payments. 4. Price, Monetary and Fiscal Changes. 5. Development Programs.

38. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Economic Survey of Latin America, 1955; including an Essay on Government Income and Expenditure, 1947-1954*; prepared by the Secretariat of the Economic Commission for Latin America. New York, 1956. Pp. 176.

Contents: 1. Economic Development Trends in Latin America. 2. Foreign Trade and the Balance of Payments. 3. Agriculture.

4. Industry. 5. Mining. 6. Energy. 7. Public Expenditure. 8. Fiscal Income. 9. Public Savings and Deficit Financing. 10. Exchange Policy as a Fiscal Instrument.

## Economic Policy

39. *Canada's Economic Future; Digests of One Hundred and Twenty-Five Submissions to the Royal Commission on Canada's Economic Prospects*. Toronto, Cockfield, Brown & Company Limited, 1956. Pp. 302.

The Royal Commission on Canada's Economic Prospects was appointed to study and report on the following questions: "(a) developments in the supply of raw materials and energy sources; (b) the growth to be expected in the population of Canada and the changes in its distribution; (c) prospects for growth and change in domestic and external markets for Canadian productions; (d) trends in productivity and standards of living; and (e) prospective requirements for industrial and social capital."

40. SAYERS, RICHARD SIDNEY. *Financial Policy, 1939-45*. London, HMSO and Longmans Green, 1956. Pp. 608.

Discusses the war budgets, the rate of interest, capital issues control, internal borrowing, exchange control, financial arrangements with Commonwealth countries, lend-lease, etc.

## Economics

41. HARWOOD, EDWARD CROSBY. *Useful Economics*. Great Barrington, Mass., American Institute for Economic Research, 1956. Pp. 128.

Designed for use in schools and for the general reader.

42. MILLER, HERMAN PHILLIP. *Income of the American People*, by Herman P. Miller for the Social Science Research Council in cooperation with the U.S. Dept. of Commerce, Bureau of the Census, New York, Wiley, 1955. Pp. 206.

The study shows "the relation between the amount of income received by individuals and certain social and economic characteristics like geographic location, occupation, colour, education, etc. The study also includes an analysis of the changes in income distribution which have taken place in the United States since the depression of the thirties, as well as an evaluation of the data which provide the basis for the findings."

43. ROBINSON, MARSHALL A. *An Introduction to Economic Reasoning*, by Marshall A. Robinson, Herbert C. Morton and James C. Calderwood. Washington, Brookings Institution, 1956. Pp. 335.

Partial Contents: The Economy and Its Income. Labor and Unions. Debts and Money. Prosperity and Depression. Controlling Business Fluctuations. Economic Growth. International Economic Policy.

## Efficiency, Industrial

44. BRITISH INSTITUTE OF MANAGEMENT. *Outline of Work Study*. London, 1956. 2 Volumes.

The material in these volumes is based on work study courses given by Imperial Chemical Industries Ltd.

Contents: Pt. 1. Introduction. Pt. 2. Method Study.

Work study seeks to determine the activities of the worker and of plant equipment in order to improve these activities. Method study is concerned with better ways of doing things. It improves efficiency by eliminating unnecessary work, avoidable delays and other forms of waste.

45. OFFICE MANAGEMENT ASSOCIATION. *Unit Work Measurement; a Study carried out by the Research Committee*. London, 1954. 1 Volume (various pagings).

The Office Management Association concludes after its study that it is not possible to develop "standard units" which would permit one firm to determine if its procedures were being performed according to a "standard average". However, the study showed a way of measuring work so that a firm can develop and maintain good working standards.

## Employment Management

46. AMERICAN MANAGEMENT ASSOCIATION. *How to establish and maintain a Personnel Department*, by Frances Spodick. 3d ed., with New Bibliography. New York, 1953. Pp. 116.

Partial Contents: Selecting the Personnel Officer and His Staff. Formulating a Master Plan of Action. Writing the Personnel Policies. Translating Personnel Policies into Practice. Designing and evaluating the Personnel Records.

47. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Training New Employees*. Washington, c1956. Pp. 12.

48. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Using Praise*. Washington, c1955. Pp. 12.

49. EDITORIAL RESEARCH REPORTS. *Lay-Off Pay Plans*, by Helen B. Shaffer. Washington, 1956. Pp. 355-372.

An explanation of supplementary unemployment benefits plans and a survey of such plans already in existence.

## International Agencies

50. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General*. First Item on the Agenda. Geneva, 1956. Pp. 99.

At Head of Title: Report 1. Sixth Conference of American States Members of the International Labour Organization. Havana, Sept. 1956.

This is a review of labour and social conditions in North and South America since the first Conference of American States Members of the ILO, in 1936.

51. NORTH ATLANTIC TREATY ORGANIZATION. *The North Atlantic Treaty Organization*. 4th ed. Paris, 1956. Pp. 71.

Contents: 1. Why the Treaty was signed. 2. What the Treaty says. 3. The Development of the Organization. 4. The Present Structure of the Organization. 5. The Achievements of NATO.

## Labour Conditions

52. GREAT BRITAIN. JOINT STANDING COMMITTEE ON CONDITIONS IN IRON FOUNDRIES. *Conditions in Iron Foundries; First Report of the Joint Standing Committee*. London, HMSO, 1956. Pp. 73.

The Committee recommends that accidents can be reduced as follows:

- (1) A much higher standard of house-keeping in foundries;
- (2) A wider provision of more suitable protective clothing and other protective devices;
- (3) Proper care and use of protective equipment by workers;
- (4) Early first-aid treatment;
- (5) Better instruction in safe methods and practices with special attention to the lifting of weights;
- (6) The setting up in factories of joint accident prevention committees which represent both management and employees.

53. INTERNATIONAL LABOUR OFFICE. *Conditions of Employment of Plantation Workers*. Eighth item on the agenda. Geneva, 1956. Pp. 96.

At head of title: Report 8 (1). International Labour Conference. 40th session, 1957.

54. PIERRET, JEAN. *Latin America; Working and Living Conditions of Leather, Shoe and Fur Workers*. Prague, Leather, Shoe, Fur and Leather Products Workers' Trade Unions International, 1955? Pp. 158.

The author alleges that in the shoe industry in Latin America there are poor wages, improper safety precautions, exploitation of women and young workers, bad administration of social laws, primitive working conditions, etc. The report is sponsored by the World Federation of Trade Unions.

## Labour Laws and Legislation

55. BROTHERHOOD OF RAILROAD TRAINMEN. *Federal Laws, General Wage and Rule Agreements, Decisions, Awards and Orders governing Employees engaged in Train, Yard and Dining Car Service on Railroads in the United States*. Cleveland, 1954. Pp. 909.

56. DURAND, PAUL. *Traité de Droit du Travail*. Tome III. Paris, Librairie Dalloz, 1956. Pp. 1125.

Deals with labour laws in France as they affect collective agreements.

57. U.S. BUREAU OF LABOR STANDARDS. *Index of Occupational Health and Safety Laws, Codes, Rules and Regulations*, by State. Rev. ed. Washington, 1956. Pp. 39.

## Labour Organization

58. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. *Labor and Education in 1955*. Washington, 1956. Pp. 84.

59. CALIFORNIA. DEPARTMENT OF INDUSTRIAL RELATIONS. DIVISION OF LABOR STATISTICS AND RESEARCH. *Union Labor in California, 1955; a Report on Union Membership, Collective Bargaining Structure, Size of Employee Bargaining Unit, Employer Bargaining Structure, Principal Unions, Calendar of Collective Bargaining*. San Francisco, California State Printing Office, 1956. Pp. 66.

60. GILLINGHAM, J. BENTON. *The Teamsters Union on the West Coast*. Berkeley, Institute of Industrial Relations, University of California, 1956. Pp. 90.

The teamsters union is the largest and fastest growing labour organization in the Pacific Coast states. The author discusses the union's jurisdiction, structure, collective bargaining policies, interunion relationships, etc.

61. MINNESOTA. UNIVERSITY. INDUSTRIAL RELATIONS CENTER. *Understanding the Union Member*, by Walter H. Uphoff and Marvin D. Dunnette, with the assistance of Merriam Aylward, Wayne K. Kirchner, and Dallis K. Perry. Minneapolis, Published for the Industrial Relations Center by the University of Minnesota Press, c1956. Pp. 45.

Discusses the Industrial Relations Center's research work concerned with gathering information about the union member's attitudes and opinions.

## Management

62. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *The Executive*. Washington, 1956. Pp. 14.

"Describes the latest techniques in selecting, training, and evaluating executive talent".

63. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *How to correct Misunderstandings about Management*. Washington, c1956. Pp. 12.

64. NATIONAL ASSOCIATION OF MANUFACTURERS OF THE UNITED STATES OF AMERICA. EMPLOYEE RELATIONS DEPARTMENT. *Preserving the Management Function in Collective Bargaining; Some Highlights*. New York, 1956. Pp. 13.

## Office Management

65. AMERICAN MANAGEMENT ASSOCIATION. *Improving Office Reports, Manuals, and Records; With a Paper on Office Communication*. New York, 1955. Pp. 54.

Contents: Strengthening and simplifying the Structure of Management Reports, by Richard F. Neuschel. The Organization and Evaluation of a Procedures Manual Program, by A. F. Bortz. The "New Look" in Records Management: Three Company Experiences. I. Streamlining Office Services, by Herbert B. House. II. The Organization and Procedures Office, by Harvey Sherman. III. The Financial Man's Viewpoint, by Daniel J. Olsen. Communication need not be a Problem, by Harry D. Kolb.

66. AMERICAN MANAGEMENT ASSOCIATION. *The Office: its Changing Functions and Structure; With a Paper on Management as a Universal Language*. New York, 1955. Pp. 44.

Contents: The Company be served—a Challenge to the Office, by Hal E. Nourse. A New Pattern in organizing Administrative Functions, by Robert E. Shull. The Office Manager—Carbon Copy or Creative Administrator? By Elles M. Derby. Management as a Universal Language, by Saul M. Silverstein.

67. AMERICAN MANAGEMENT ASSOCIATION. *Searchlight on Office Cost Control*. New York, 1954. Pp. 48.

Contents: Supervisors' Views on Costs, by Floyd C. Mann and Howard Baumgartel. Reducing Costs through Work Simplification Training, by Edmund J. Conway. How to organize the Office Cost Reduction Program, by H. M. Kaiser.

## Wages and Hours

68. TOYO SPINNING Co., LTD., OSAKA, JAPAN. INSTITUTE FOR ECONOMIC RESEARCH. *Cotton Industrial Wages in Japan*. Osaka, Japan, 1955. Pp. 36.

69. U.S. BUREAU OF LABOR STATISTICS. *Earnings in the Textile Dyeing and Finishing Industry, April 1956*. Washington, 1956. Pp. 13.

70. U.S. BUREAU OF LABOR STATISTICS. *Wage Structure, Industrial Chemicals, August 1955*. Washington, G.P.O., 1956. Pp. 34.

Report based on a survey which covered about 180,000 workers in 309 establishments.

71. U.S. WOMEN'S BUREAU. *State Minimum-Wage Laws and Orders, May 2, 1955 to August 16, 1956*. Supplement 3 to Bulletin 247. Washington, G.P.O., 1956. Pp. 33.

## Women - Employment

72. U.S. BUREAU OF LABOR STATISTICS. *Women Production Workers in the Machinery Industries; Employment Distribution, Earnings*. Washington, 1956. Pp. 10.

Survey based on data obtained from 215 establishments. Women were mostly employed in the less-skilled occupations.

73. U.S. WOMEN'S BUREAU. *Employment Opportunities for Women in Beauty Service*. Washington, G.P.O., 1956. Pp. 51.

Contains information for counsellors of women in schools and in employment services. Provides information for State officials on cosmetology boards and on minimum-wage boards.

## Youth - Employment

74. GWINN, EDITH DUFF. *Employment Certifying Service in Philadelphia*. Washington, U.S. Bureau of Labor Standards, 1956? Pp. 7.

Bound with *Employment Certification Practices in Cleveland, Ohio*, by Frank J. Skelly.

These two articles appeared first in Newsletter of the National League To Promote School Attendance and are reprinted under the title, *Services to Young Workers and Employers through Employment Certification*.

75. OHIO. DEPARTMENT OF INDUSTRIAL RELATIONS. *Minors in Industry, Ohio, 1955*. Columbus, 1955? Pp. 19.

Part 1 deals with injuries to young people under 18 years of age, by age, sex, and

industry. Part 2 deals with employment and age certificates issued to minors from 14 to 17 years of age.

## Miscellaneous

76. CANADA. BUREAU OF STATISTICS. *Canadian Vital Statistics Trends, 1921-1954*. Ottawa, Queen's Printer, 1956. Pp. 55.

Contents: 1. Summary of Population Characteristics before 1921. 2. Characteristics of Canadian Population Growth 1921-54. 3. Summary of Births, Marriages, Deaths and Natural Increase. 4. International Comparison of Vital Statistics. 5. Births. 6. Deaths. 7. Marriages and Divorces. 8. Vital Statistics of the Yukon and Northwest Territories. 9. Life Expectancy.

77. CANADA. BUREAU OF STATISTICS. *Energy Sources in Canada; Commodity Accounts for 1948 and 1952*. Ottawa, Queen's Printer, 1956. Pp. 59.

78. CANADA. BUREAU OF STATISTICS. *Teacher Training Institutions, 1953*. Ottawa, Queen's Printer, 1956. Pp. 24.

79. CANADA. PARLIAMENT. HOUSE OF COMMONS. SPECIAL COMMITTEE ON ESTIMATES. *Proceedings*. No. 1-21. Ottawa, Queen's Printer, 1956. 21 Nos.

At head of title: House of Commons. 3rd sess., 22nd Parliament, 1956.

Hearings held between March 15 and August 2, 1956.

The Committee reviewed the estimates of the following departments: National Health and Welfare, Labour, Post Office, and National Revenue.

80. LABOUR PARTY (GREAT BRITAIN). *Homes of the Future; a Socialist Policy for Housing*. London, 1956. Pp. 63.

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A 40,000-word study, *Labor in the Soviet Orbit*, a record of the living standards and rights of workers in the Soviet Union and Central Europe, has been published by the Labor Committee to Release Imprisoned Trade Unionists and Democratic Socialists. Several prominent Canadian trade unionists are members of the Committee.

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# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 20, 1956**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,772	115	433	1,628	2,114	1,010	472
Agricultural.....	797	*	56	159	206	348	24
Non-Agricultural.....	4,975	111	377	1,469	1,908	662	448
Males.....	4,408	96	337	1,261	1,559	796	359
Agricultural.....	750	*	49	154	196	325	22
Non-Agricultural.....	3,658	92	288	1,107	1,363	471	337
Females.....	1,364	19	96	367	555	214	113
Agricultural.....	47	*	*	*	10	23	*
Non-Agricultural.....	1,317	19	89	362	545	191	111
All Ages.....	5,772	115	433	1,628	2,114	1,010	472
14—19 years.....	563	15	44	200	179	95	30
20—24 years.....	715	17	58	231	240	124	45
25—44 years.....	2,647	52	190	746	979	458	222
45—64 years.....	1,602	27	120	400	616	287	152
65 years and over.....	245	*	21	51	100	46	23
<i>Persons with Jobs</i>							
All status groups.....	5,674	111	423	1,587	2,086	1,003	464
Males.....	4,328	93	329	1,226	1,537	791	352
Females.....	1,346	18	94	361	549	212	112
Agricultural.....	794	*	56	159	205	347	23
Non-Agricultural.....	4,880	107	367	1,428	1,881	656	441
Paid Workers.....	4,485	94	337	1,299	1,745	611	399
Males.....	3,262	79	254	965	1,237	429	298
Females.....	1,223	15	83	334	508	182	101
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	98	*	10	41	28	*	*
<i>Persons not in the Labour Force</i>							
Both Sexes.....	4,999	146	454	1,426	1,604	904	465
Males.....	948	38	90	244	279	182	106
Females.....	4,051	108	355	1,182	1,325	722	359

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended October 20, 1956		Week Ended September 22, 1956		Week Ended October 22, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for Work.....	108	99	108	100	154	143
Without Jobs.....	98	90	97	91	142	132
Under 1 month.....	48		44		61	
1—3 months.....	32		34		50	
4—6 months.....	*		10		14	
7—12 months.....	*		*		10	
13—18 months.....	*		*		*	
19—and over.....	*		*		*	
Worked.....	10	*	11	*	12	11
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	10	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from these in the "total" column.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1955—1st. Nine Months.....	2,502	17,164	45,102	12,593	9,246	86,607	46,798
1956—1st. Nine Months.....	2,299	21,214	61,205	12,861	12,430	110,009	61,381

**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1955 1st. Nine Months.....	6,806	4,560	994	1,679	7,051	6,292	440	13,020	6,449	304	47,595
1956 1st. Nine Months.....	7,373	6,743	1,551	2,642	8,975	6,011	1,037	20,246	8,150	298	63,026

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1954—September.....	82	326	79	267	249	36	1,039
October.....	84	323	83	269	249	36	1,044
November.....	82	321	77	269	253	36	1,038
December.....	78	326	71	269	253	36	1,033
1955—October.....	86	354	100	288	264	39	1,131
November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392R	110	324	299	44R	1,268R
October.....	104	394	114	324	294	43	1,273

R:—Revised.

## C—Employment, Hours and Earnings

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(Not available at press time—will be published in February issue)

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(Not available at press time—will be published in February issue)

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(Not available at press time—will be published in February issue)

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners)      SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Oct. 1, 1956	Sept. 1, 1956	Oct. 1, 1955	Oct. 1, 1956	Sept. 1, 1956	Oct. 1, 1955
Newfoundland.....	40.6	42.1	40.3	143.7	138.3	134.7
Nova Scotia.....	41.5	42.0	40.7	136.1	132.0	127.6
New Brunswick.....	42.2	41.7	42.2	136.7	135.2	129.3
Quebec.....	43.0	42.6	42.9	139.1	137.8	130.8
Ontario.....	41.1	40.5	41.5	160.8	160.4	151.7
Manitoba.....	41.0	40.5	40.4	144.9	143.5	138.4
Saskatchewan.....	40.1	40.2	39.5	157.6	157.4	153.0
Alberta (1).....	40.0	40.2	39.0	157.5	155.4	150.7
British Columbia (2).....	38.9	37.9	38.3	182.0	180.2	174.7

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

Source: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1 1956	Sept. 1 1956	Oct. 1 1955	Oct. 1 1956	Sept. 1 1956	Oct. 1 1955	Oct. 1 1956	Sept. 1 1956	Oct. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	43-6	42-7	43-6	176-1	173-8	161-9	76.78	74.21	70.59
Metal mining.....	43-7	42-8	44-4	183-4	180-9	166-6	80.15	77.43	73.97
Gold.....	42-8	42-6	46-0	156-2	153-7	139-7	66.85	65.48	64.26
Other metal.....	44-1	42-9	43-7	194-0	191-9	181-1	85.55	82.33	79.14
Fuels.....	43-1	42-0	41-2	168-6	166-7	156-3	72.67	70.01	64.40
Coal.....	41-8	41-0	40-3	149-4	146-8	148-5	62.45	60.19	59.85
Oil and natural gas.....	45-6	43-9	43-3	202-1	200-1	173-4	82.16	87.84	75.08
Non-metal.....	43-8	43-6	44-5	159-6	158-1	152-0	69.90	68.93	67.64
Manufacturing.....	41-5	41-1	41-5	153-3	152-1	144-8	63.62	62.51	60.09
Food and beverages.....	40-8	40-4	40-6	126-8	127-0	121-5	51.73	51.82	49.33
Meat products.....	39-6	40-4	40-2	156-3	154-6	154-0	61.89	62.46	61.91
Canned and preserved fruits and vegetables.....	41-0	37-7	39-9	99-5	97-5	95-1	40.80	36.76	37.94
Grain mill products.....	43-8	44-0	42-7	143-4	144-1	140-1	62.81	63.40	59.82
Bread and other bakery products.....	43-0	43-4	43-8	121-0	121-7	110-4	52.03	52.82	48.36
Distilled and malt liquors.....	40-6	41-0	39-7	168-4	170-4	163-1	68.37	69.86	64.75
Tobacco and tobacco products.....	40-3	40-0	41-8	148-2	148-3	146-5	59.72	59.32	61.24
Rubber products.....	41-6	41-1	42-0	159-1	157-3	150-3	66.19	64.65	63.13
Leather products.....	40-6	40-8	41-1	105-7	103-7	102-1	42.91	42.31	41.96
Boots and shoes (except rubber).....	40-1	40-6	40-6	102-0	99-6	98-1	40.90	40.44	39.83
Textile products (except clothing).....	42-8	42-3	43-3	116-8	116-1	112-1	49.99	49.11	48.54
Cotton yarn and broad woven goods.....	40-3	40-4	42-4	118-9	117-3	113-0	47.92	47.39	47.91
Woolen goods.....	43-9	43-5	43-8	108-6	107-6	105-7	47.68	46.81	46.30
Synthetic textiles and silk.....	44-4	44-6	45-1	125-3	126-1	116-6	55.63	56.24	52.59
Clothing (textile and fur).....	39-9	39-1	38-8	103-3	102-2	97-7	41.22	39.96	37.91
Men's clothing.....	39-6	38-8	38-3	103-1	102-2	96-9	40.83	39.65	37.11
Women's clothing.....	38-5	37-9	36-2	110-9	106-3	103-0	42.70	41.42	37.29
Knit goods.....	41-3	40-7	41-6	99-0	98-1	96-5	40.89	39.93	40.14
*Wood products.....	42-5	41-7	42-6	136-4	134-4	129-9	57.97	56.04	55.54
Saw and planing mills.....	41-4	40-5	41-7	145-0	142-3	137-4	60.03	57.63	57.30
Furniture.....	44-8	44-5	44-6	125-1	124-1	118-5	56.04	55.22	52.85
Other wood products.....	43-1	42-6	43-8	117-8	116-0	113-0	50.77	49.42	49.49
Paper products.....	42-6	42-2	42-5	180-8	180-1	168-3	77.02	76.00	71.53
Pulp and paper mills.....	42-6	42-4	42-4	193-9	192-9	180-7	82.60	81.79	76.62
Other paper products.....	42-6	41-7	42-8	140-6	139-9	132-0	59.90	58.34	56.50
Printing, publishing and allied industries.....	40-7	40-4	40-4	181-6	180-2	173-9	73.91	72.80	70.26
*Iron and steel products.....	42-5	41-8	42-4	176-7	174-9	166-0	75.10	73.11	70.38
Agricultural implements.....	39-5	36-3	38-6	162-5	161-0	166-8	64.19	58.44	64.38
Fabricated and structural steel.....	43-1	43-0	41-7	175-8	176-3	167-3	75.77	75.81	69.76
Hardware and tools.....	42-1	41-8	42-5	158-9	162-3	149-9	66.90	67.84	63.71
Heating and cooking appliances.....	43-8	42-1	43-0	150-2	147-5	142-7	65.79	62.10	61.36
Iron castings.....	42-9	41-8	44-5	170-9	168-0	163-6	73.32	70.22	72.80
Machinery manufacturing.....	44-0	43-1	42-8	166-3	164-1	158-8	73.17	70.73	67.97
Primary iron and steel.....	41-4	41-3	41-5	205-8	202-6	186-2	85.20	83.67	77.27
Sheet metal products.....	42-0	41-5	42-6	169-4	169-9	157-8	71.15	70.51	67.22
*Transportation equipment.....	40-2	39-5	40-8	176-8	175-7	167-4	71.07	69.40	68.30
Aircraft and parts.....	42-1	41-6	41-7	181-3	179-5	174-1	76.33	74.67	72.60
Motor vehicles.....	37-8	36-6	41-7	192-7	197-0	183-6	72.84	72.10	76.56
Motor vehicle parts and accessories.....	38-8	38-7	41-0	177-5	176-2	162-6	68.87	68.19	66.67
Railroad and rolling stock equipment.....	39-9	38-6	39-2	171-9	170-6	159-8	68.59	65.85	62.64
Shipbuilding and repairing.....	41-8	41-4	40-4	166-9	165-0	159-4	69.76	68.31	64.40
*Non-ferrous metal products.....	41-4	41-0	41-4	176-7	174-0	168-7	73.15	71.34	69.84
Aluminum products.....	41-1	40-4	41-7	148-9	147-0	146-6	61.20	59.39	61.13
Brass and copper products.....	42-5	41-4	42-5	163-5	161-5	157-0	69.49	66.86	66.73
Smelting and refining.....	41-1	41-1	41-0	193-7	189-8	183-5	79.61	78.01	75.24
*Electrical apparatus and supplies.....	41-4	41-4	41-4	160-7	159-3	150-5	66.53	65.95	62.31
Heavy electrical machinery and equipment.....	41-6	41-8	41-1	177-9	175-2	164-6	74.01	73.23	67.65
Radios and radio parts.....	40-7	40-2	41-8	137-2	136-3	134-5	55.84	54.79	56.22
Batteries.....	42-1	41-0	44-1	157-7	155-7	153-3	66.39	63.84	67.61
Refrigerators, vacuum cleaners and appliances.....	38-9	40-3	40-4	159-8	157-0	140-4	62.16	63.27	56.72
Miscellaneous electrical products.....	42-0	41-7	.....	157-4	156-4	.....	66.11	65.22	.....
Wire and cable.....	42-7	42-8	.....	177-6	177-9	.....	75.84	76.14	.....
*Non-metallic mineral products.....	44-1	43-7	43-9	154-1	152-4	146-2	67.96	66.60	64.18
Clay products.....	43-5	43-0	44-8	143-8	142-9	136-6	62.55	61.45	61.20
Glass and glass products.....	41-8	41-9	42-4	152-4	149-1	144-8	63.70	62.47	61.40
Products of petroleum and coal.....	40-7	40-1	41-0	206-5	208-9	199-4	85.27	83.77	81.75
Chemical products.....	41-3	40-7	41-3	161-7	161-1	153-0	66.78	65.57	63.19
Medicinal and pharmaceutical preparations.....	41-9	40-9	41-7	130-0	129-8	125-4	54.47	53.09	52.29
Acids, alkalis and salts.....	41-3	40-8	41-6	187-2	185-3	174-6	77.31	75.60	72.63
Miscellaneous manufacturing industries.....	42-2	41-4	41-7	123-2	123-8	117-9	51.99	51.25	49.16
*Durable goods.....	41-8	41-2	41-9	166-3	164-4	156-7	69.51	67.73	65.66
Non-durable goods.....	41-3	40-9	41-2	139-6	139-3	132-5	57.65	56.97	54.59
Construction.....	44-2	43-4	41-4	165-9	165-0	150-5	73.33	71.61	62.31
Buildings and structures.....	44-1	43-4	40-9	179-7	178-4	162-9	79.25	77.43	66.63
Highways, bridges and streets.....	44-3	43-5	42-5	135-1	134-8	123-3	59.85	58.64	53.25
Electric and motor transportation.....	44-5	44-3	45-1	153-7	152-9	146-7	68.40	67.73	66.16
Service.....	40-3	40-4	40-5	89-7	87-9	86-1	36.15	35.51	34.87
Hotels and restaurants.....	40-4	40-7	40-8	89-3	86-7	85-8	36.08	35.29	35.01
Laundries and dry cleaning plants.....	40-9	40-6	40-7	85-7	85-5	82-5	35.05	34.71	33.58

\*Durable manufactured goods industries.

TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN  
MANUFACTURING INDUSTRIES IN CANADA

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes D.B.S.

Period	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
September 1, 1955.....	41.2	143.8	59.25	142.1	116.8	121.7
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
Sept.(1) 1, 1956.....	41.0	152.1	62.36	149.5	119.0	125.6

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949=100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
December	1, 1950.....	32,081	11,039	43,120	124,850	61,456	186,306
December	1, 1951.....	29,933	9,094	39,027	138,946	69,071	208,017
December	1, 1952.....	19,544	15,738	35,282	142,788	51,725	194,513
December	1, 1953.....	15,446	11,868	27,314	241,094	74,513	315,607
December	1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
December	1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
January	1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February	1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March	1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April	1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May	1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June	1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July	1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August	1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September	1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October	1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November	1, 1956 (1).....	31,997	17,154	49,151	108,703	65,017	173,720
December	1, 1956 (1).....	27,634	16,442	44,076	171,326	74,709	246,035

\*Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
OCTOBER 31, 1956 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				September 28, 1956	October 31, 1955
<b>Agriculture, Fishing, Trapping</b> .....	<b>938</b>	<b>141</b>	<b>1,079</b>	— 2,002	+ 170
<b>Forestry</b> .....	<b>11,078</b>	<b>14</b>	<b>11,092</b>	+ 890	+ 1,919
<b>Mining, Quarrying and Oil Wells:</b> .....	<b>1,262</b>	<b>46</b>	<b>1,308</b>	— 101	+ 699
Metal Mining.....	708	16	724	— 99	+ 462
Fuels.....	459	11	470	+ 9	+ 237
Non-Metal Mining.....	47	4	51	+ 19	+ 17
Quarrying, Clay and Sand Pits.....	15	4	19	+ 1	+ 10
Prospecting.....	33	11	44	— 31	— 27
<b>Manufacturing</b> .....	<b>5,532</b>	<b>3,358</b>	<b>8,890</b>	— 3,325	+ 1,548
Foods and Beverages.....	445	365	810	— 805	+ 262
Tobacco and Tobacco Products.....	3	23	26	— 3	+ 13
Rubber Products.....	40	25	65	+ 21	— 4
Leather Products.....	116	181	297	— 132	+ 20
Textile Products (except clothing).....	284	270	554	— 69	+ 256
Clothing (textile and fur).....	276	1,418	1,694	— 558	+ 171
Wood Products.....	557	103	660	— 381	+ 144
Paper Products.....	195	81	276	— 154	+ 87
Printing, Publishing and Allied Industries.....	199	99	298	— 134	+ 17
Iron and Steel Products.....	1,063	200	1,263	— 344	+ 327
Transportation Equipment.....	1,183	85	1,268	— 41	+ 297
Non-Ferrous Metal Products.....	189	81	270	— 193	— 46
Electrical Apparatus and Supplies.....	434	128	562	— 161	+ 117
Non-Metallic Mineral Products.....	141	31	172	— 89	+ 28
Products of Petroleum and Coal.....	44	13	57	— 32	— 5
Chemical Products.....	217	98	315	— 67	+ 80
Miscellaneous Manufacturing Industries.....	146	157	303	— 141	+ 18
<b>Construction</b> .....	<b>4,408</b>	<b>123</b>	<b>4,531</b>	— 3,165	+ 1,163
General Contractors.....	3,195	65	3,260	— 2,458	+ 918
Special Trade Contractors.....	1,213	58	1,271	— 707	+ 245
<b>Transportation, Storage and Communication</b> .....	<b>1,902</b>	<b>391</b>	<b>2,293</b>	— 427	+ 1,078
Transportation.....	1,560	135	1,695	— 468	+ 827
Storage.....	61	22	83	— 52	+ 43
Communication.....	281	234	515	+ 93	+ 208
<b>Public Utility Operation</b> .....	<b>253</b>	<b>26</b>	<b>279</b>	— 60	+ 170
<b>Trade</b> .....	<b>3,344</b>	<b>2,939</b>	<b>6,283</b>	— 1,938	+ 872
Wholesale.....	1,061	653	1,714	— 783	+ 335
Retail.....	2,283	2,286	4,569	— 1,155	+ 537
<b>Finance, Insurance and Real Estate</b> .....	<b>624</b>	<b>832</b>	<b>1,456</b>	— 292	+ 196
<b>Service</b> .....	<b>3,384</b>	<b>9,417</b>	<b>12,801</b>	— 3,284	+ 2,666
Community or Public Service.....	486	1,547	2,033	— 291	+ 876
Government Service.....	1,265	433	1,698	— 537	+ 379
Recreation Service.....	249	151	400	— 60	+ 175
Business Service.....	596	391	987	— 288	+ 74
Personal Service.....	788	6,895	7,683	— 2,108	+ 1,162
<b>Grand Total</b> .....	<b>32,725</b>	<b>17,287</b>	<b>50,012</b>	— 13,704	+ 10,481

Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX AS AT NOVEMBER 1, 1956 <sup>(1)</sup>**

(SOURCE: Form UIC 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,533	902	3,435	2,943	1,245	4,188
Clerical workers.....	1,712	4,015	5,727	6,363	20,074	26,437
Sales workers.....	1,352	1,543	2,895	2,909	8,117	11,026
Personal and domestic service workers.....	1,118	7,685	8,803	17,104	11,816	28,920
Seamen.....	21	.....	21	574	5	579
Agriculture and fishing.....	1,004	53	1,057	1,162	165	1,327
Skilled and semiskilled workers.....	19,443	1,895	21,338	43,020	11,861	54,881
Food and kindred products (inc. tobacco).....	102	28	130	798	352	1,150
Textiles, clothing, etc.....	253	1,438	1,691	1,385	6,756	8,141
Lumber and lumber products.....	11,017	4	11,021	3,430	115	3,545
Pulp, paper (inc. printing).....	86	11	97	434	324	758
Leather and leather products.....	45	70	115	650	851	1,501
Stone, clay and glass products.....	19	2	21	130	39	169
Metalworking.....	1,238	14	1,252	7,770	716	8,486
Electrical.....	419	33	452	609	717	1,326
Transportation equipment.....	15	6	21	609	49	658
Mining.....	610	.....	610	383	.....	383
Construction.....	2,101	.....	2,101	8,787	2	8,789
Transportation (except seamen).....	1,169	17	1,186	7,100	82	7,182
Communications and public utility.....	61	.....	61	203	1	204
Trade and service.....	290	202	492	1,511	984	2,495
Other skilled and semiskilled.....	1,744	59	1,803	7,000	641	7,641
Foremen.....	62	6	68	1,027	225	1,252
Apprentices.....	212	5	217	1,194	7	1,201
Unskilled workers.....	4,814	1,061	5,875	34,628	11,734	46,362
Food and tobacco.....	128	228	356	1,352	2,327	3,679
Lumber & lumber products.....	457	23	480	3,494	277	3,771
Metalworking.....	157	46	203	3,724	366	4,090
Construction.....	2,267	.....	2,267	13,320	3	13,323
Other unskilled workers.....	1,805	764	2,569	12,738	8,761	21,499
<b>GRAND TOTAL.....</b>	<b>31,997</b>	<b>17,154</b>	<b>49,151</b>	<b>108,703</b>	<b>65,017</b>	<b>173,720</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILED VACANCIES AND LIVE APPLICATIONS AT  
NOVEMBER 1, 1956**

(SOURCE: U.I.C. 757)

Office	Unfiled Vacancies <sup>(1)</sup>			Live Applications		
	(1) Nov. 1, 1956	Previous Month Sept. 27, 1956	Previous Year Nov. 3, 1955	(1) Nov. 1, 1956	Previous Month Sept. 27, 1956	Previous Year Nov. 3, 1955
<b>Newfoundland</b> .....	<b>626</b>	<b>847</b>	<b>171</b>	<b>4,050</b>	<b>2,870</b>	<b>3,851</b>
Corner Brook.....	11	14	22	990	916	920
Grand Falls.....	78	17	3	420	254	369
St. John's.....	537	816	146	2,640	1,700	2,562
<b>Prince Edward Island</b> .....	<b>166</b>	<b>582</b>	<b>306</b>	<b>836</b>	<b>685</b>	<b>1,062</b>
Charlottetown.....	112	205	79	594	372	653
Summerside.....	54	377	227	242	313	409
<b>Nova Scotia</b> .....	<b>1,386</b>	<b>1,319</b>	<b>1,331</b>	<b>8,022</b>	<b>7,138</b>	<b>11,005</b>
Amherst.....	19	37	14	306	310	397
Bridgewater.....	31	44	29	285	294	339
Halifax.....	767	768	893	2,543	2,535	3,359
Inverness.....	—	—	—	185	121	197
Kentville.....	184	265	97	483	477	575
Liverpool.....	171	45	121	190	165	128
New Glasgow.....	92	63	91	962	594	1,604
Springhill.....	9	7	3	192	155	408
Sydney.....	34	28	17	1,787	1,714	2,480
Truro.....	66	58	55	497	373	700
Yarmouth.....	13	4	11	592	400	821
<b>New Brunswick</b> .....	<b>1,689</b>	<b>1,836</b>	<b>936</b>	<b>7,494</b>	<b>6,301</b>	<b>8,852</b>
Bathurst.....	16	8	6	477	396	524
Campbellton.....	93	131	28	345	312	481
Edmunston.....	40	36	25	328	262	374
Fredericton.....	380	484	364	500	513	503
Minto.....	243	190	21	232	245	293
Moncton.....	598	570	305	1,948	1,460	2,312
Newcastle.....	18	20	12	618	580	614
Saint John.....	185	198	138	2,144	1,847	2,675
St. Stephen.....	17	30	12	502	361	582
Sussex.....	36	18	20	205	142	214
Woodstock.....	63	151	5	195	183	280
<b>Quebec</b> .....	<b>17,758</b>	<b>19,388</b>	<b>16,536</b>	<b>49,364</b>	<b>43,200</b>	<b>60,490</b>
Asbestos.....	30	41	41	304	281	198
Beauharnois.....	41	97	34	261	222	356
Buckingham.....	26	12	9	427	236	248
Causapscal.....	436	315	429	445	421	678
Chandler.....	19	11	5	149	94	209
Chicoutimi.....	669	726	215	560	405	599
Dolbeau.....	339	341	146	187	195	223
Drummondville.....	45	65	44	906	835	936
Farnham.....	92	93	81	366	313	560
Forestville.....	1,490	1,405	700	198	187	144
Gaspé.....	25	70	2	117	105	167
Granby.....	55	45	14	729	738	1,049
Hull.....	69	105	52	1,120	932	1,207
Joliette.....	195	170	197	1,096	1,000	1,215
Jonquière.....	215	111	56	640	612	797
Lachute.....	56	78	28	309	229	248
La Malbaie.....	—	3	1	227	185	226
La Tuque.....	1,826	984	2,523	307	169	247
Levis.....	132	198	60	915	920	1,289
Louiseville.....	125	138	46	278	239	266
Magog.....	16	3	20	351	311	225
Maniwaki.....	10	14	68	107	66	104
Matane.....	483	504	294	155	147	235
Mégantic.....	23	10	16	251	178	342
Mont-Laurier.....	17	5	8	234	223	188
Montmagny.....	27	47	41	385	345	478
Montréal.....	6,211	8,362	5,176	17,331	15,885	24,259
New Richmond.....	16	26	96	163	173	321
Port Alfred.....	38	10	525	271	169	173
Québec.....	917	889	798	5,488	4,579	6,827
Rimouski.....	301	248	1,691	565	673	405
Rivière du Loup.....	72	55	27	647	483	510
Roberval.....	131	144	115	184	166	173
Rouyn.....	395	413	367	794	721	775
Ste. Agathe.....	11	15	20	290	176	305
Ste. Anne de Bellevue.....	128	160	99	256	215	352
Ste. Thérèse.....	116	189	36	508	414	643
St. Georges Est.....	434	444	282	779	445	685
St. Hyacinthe.....	46	172	75	925	836	821
St. Jean.....	93	85	92	734	732	926
St. Jérôme.....	58	45	40	641	509	625
Ville d'Alma.....	228	293	133	534	583	761
Sept Îles.....	423	479	232	164	110	225
Shawinigan Falls.....	160	82	88	1,357	951	1,589
Sherbrooke.....	144	255	187	1,763	1,456	2,046
Sorel.....	108	47	41	776	762	654
Thetford Mines.....	66	55	30	559	533	647

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT  
NOVEMBER 1, 1956**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1)	Previous	Previous	(1)	Previous	Previous
	Nov. 1, 1956	Month Sept. 27, 1956	Year Nov. 3, 1955	Nov. 1, 1956	Month Sept. 27, 1956	Year Nov. 3, 1955
<b>Quebec—Con.</b>						
Trois-Rivières.....	455	588	833	1,557	1,236	2,085
Val d'Or.....	597	535	328	650	576	595
Valleyfield.....	118	148	53	629	586	765
Victoriaville.....	40	58	42	834	643	889
<b>Ontario</b>	<b>16,121</b>	<b>19,638</b>	<b>11,677</b>	<b>62,322</b>	<b>66,777</b>	<b>71,383</b>
Arnprior.....	69	162	28	96	101	123
Barrie.....	60	300	116	469	711	792
Belleville.....	20	55	13	498	461	833
Bracebridge.....	84	133	42	286	156	393
Brampton.....	55	81	53	241	252	311
Brantford.....	93	69	72	2,015	2,191	1,493
Brockville.....	41	37	28	137	129	215
Carleton Place.....	7	1	1	81	73	109
Chatham.....	119	362	96	1,085	757	1,195
Cobourg.....	8	10	10	506	499	436
Collingwood.....	14	63	8	303	251	495
Cornwall.....	174	215	164	1,126	1,027	1,183
Fort Erie.....	12	32	19	252	327	424
Fort Frances.....	55	59	9	89	57	187
Fort William.....	700	811	391	589	608	704
Galt.....	111	123	88	435	537	430
Gananoque.....	5	12	13	140	107	136
Goderich.....	36	34	26	217	146	267
Guelph.....	122	140	158	632	606	800
Hamilton.....	1,102	1,197	747	5,159	5,456	4,534
Hawkesbury.....	24	15	41	261	210	286
Ingersoll.....	40	77	28	297	192	257
Kapuskasing.....	306	426	29	147	115	255
Kenora.....	136	159	39	159	106	241
Kingston.....	110	159	146	625	626	883
Kirkland Lake.....	244	448	96	319	264	408
Kitchener.....	150	218	130	562	622	1,017
Leamington.....	19	56	25	615	399	306
Lindsay.....	37	45	43	233	435	537
Listowel.....	47	47	12	76	57	145
London.....	770	961	533	2,316	1,936	2,654
Midland.....	20	44	13	232	186	309
Napanee.....	12	12	6	158	152	253
Newmarket.....	124			303		
New Toronto.....	235	353	130	1,274	1,244	1,355
Niagara Falls.....	119	270	55	617	434	1,075
North Bay.....	73	85	68	358	326	628
Oakville.....	339	296	195	215	253	169
Orillia.....	23	38	57	290	259	472
Oshawa.....	348	220	61	2,062	6,504	6,146
Ottawa.....	1,248	1,217	1,603	2,106	2,094	2,464
Owen Sound.....	62	78	49	584	508	622
Parry Sound.....		2	4	58	57	109
Pembroke.....	245	335	183	581	490	823
Perth.....	27	47	37	119	87	195
Peterborough.....	177	314	65	1,154	1,135	1,454
Pictou.....	11	16	6	205	100	209
Port Arthur.....	777	923	126	717	537	1,101
Port Colborne.....	19	30	8	240	255	282
Prescott.....	18	42	83	154	179	282
Renfrew.....	21	25	14	179	116	275
St. Catharines.....	134	154	123	1,352	1,915	1,993
St. Thomas.....	137	144	80	356	278	490
Sarnia.....	117	132	77	889	722	824
Sault Ste. Marie.....	520	517	146	543	520	629
Simcoe.....	56	55	25	328	228	375
Sioux Lookout.....	64	56	8	56	48	104
Smiths Falls.....	5	10	11	142	111	238
Stratford.....	52	89	45	277	246	288
Sturgeon Falls.....	8	4	9	261	189	689
Sudbury.....	285	413	122	831	787	1,128
Timmins.....	741	309	74	576	450	938
Toronto.....	4,639	5,939	4,287	13,392	13,419	16,698
Trenton.....	72	94	32	378	305	508
Walkerton.....	61	88	40	127	138	227
Wallaceburg.....	12	18	20	283	250	161
Welland.....	107	110	32	461	399	653
Weston.....	173	348	256	804	762	865
Windsor.....	244	280	391	9,391	11,353	4,117
Woodstock.....	26	21	32	303	327	206
<b>Manitoba</b>	<b>3,031</b>	<b>4,542</b>	<b>1,915</b>	<b>7,857</b>	<b>6,119</b>	<b>11,120</b>
Brandon.....	295	412	144	496	339	773
Dauphin.....	25	52	10	189	116	339
FlinFlon.....	77	158	49	158	108	174
Portage la Prairie.....	37	84	25	271	215	437
The Pas.....	9	43	6	102	34	66
Winnipeg.....	2,588	3,793	1,681	6,641	5,307	9,331

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT  
NOVEMBER 1, 1956**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Nov. 1, 1956	Previous Month Sept. 27, 1956	Previous Year Nov. 3, 1955	(1) Nov. 1, 1956	Previous Month Sept. 27, 1956	Previous Year Nov. 3, 1955
<b>Saskatchewan</b> .....	<b>1,653</b>	<b>2,739</b>	<b>807</b>	<b>4,029</b>	<b>2,973</b>	<b>5,789</b>
Estevan.....	105	294	38	111	67	111
Moose Jaw.....	306	468	126	435	305	619
North Battleford.....	102	172	28	220	211	358
Prince Albert.....	76	179	60	557	405	616
Regina.....	369	643	231	1,059	815	1,691
Saskatoon.....	267	472	171	1,037	737	1,384
Swift Current.....	145	145	62	172	106	221
Weyburn.....	118	73	33	74	36	132
Yorkton.....	165	293	58	364	291	657
<b>Alberta</b> .....	<b>3,960</b>	<b>6,539</b>	<b>2,749</b>	<b>6,814</b>	<b>4,740</b>	<b>9,307</b>
Blairmore.....	84	112	51	98	107	232
Calgary.....	976	1,665	868	2,651	1,891	3,487
Drumheller.....	50	49	19	104	102	145
Edmonton.....	1,559	2,759	1,361	2,655	1,776	3,634
Edson.....	737	1,065	64	155	88	139
Lethbridge.....	292	412	230	468	358	908
Medicine Hat.....	137	271	89	385	266	479
Red Deer.....	125	206	67	298	152	283
<b>British Columbia</b> .....	<b>2,761</b>	<b>5,123</b>	<b>2,505</b>	<b>22,932</b>	<b>16,398</b>	<b>23,473</b>
Chilliwack.....	64	106	42	747	417	639
Courtenay.....	21	56	15	305	222	301
Cranbrook.....	6	50	38	150	120	170
Dawson Creek.....	66	182	27	88	39	184
Duncan.....	43	156	50	375	270	333
Kamloops.....	63	160	84	276	198	321
Kelowna.....	13	40	32	289	155	185
Kitimat.....	99	214	144	164	142	114
Mission City.....	11	29	19	477	236	377
Nanaimo.....	68	52	42	501	455	588
Nelson.....	34	65	32	236	178	242
New Westminster.....	236	364	126	3,180	2,403	3,066
Penticton.....	17	45	32	244	123	176
Port Alberni.....	38	104	24	403	226	314
Prince George.....	177	327	78	764	378	787
Prince Rupert.....	93	123	40	596	229	572
Princeton.....	7	15	5	73	54	80
Trail.....	6	23	39	243	181	297
Vancouver.....	1,361	2,416	1,318	11,235	8,517	12,086
Vernon.....	23	71	56	280	177	286
Victoria.....	282	435	234	2,186	1,603	2,068
Whitehorse.....	33	90	28	120	75	287
<b>Canada</b> .....	<b>49,151</b>	<b>62,553</b>	<b>38,933</b>	<b>173,720</b>	<b>157,201</b>	<b>206,335</b>
Males.....	31,997	40,726	24,268	108,703	97,699	136,620
Females.....	17,154	21,827	14,665	65,017	59,502	69,715

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (10 months).....	808,030	542,740	265,290	56,508	188,796	287,721	151,034	123,971
1956 (10 months).....	906,619	653,776	252,843	59,164	218,842	327,513	181,278	119,822

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
OCTOBER 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	2·1	941	9,033 (383)	171,691
Prince Edward Island.....	·4	177	1,908 (94)	31,739
Nova Scotia.....	5·3	2,738	23,360 (2,270)	421,198
New Brunswick.....	4·3	2,183	18,836 (1,924)	354,705
Quebec.....	28·4	15,307	125,005 (26,400)	2,276,217
Ontario.....	39·2	20,770	172,575 (20,338)	3,514,742
Manitoba.....	3·7	1,413	16,398 (2,419)	293,239
Saskatchewan.....	1·7	614	7,508 (909)	132,905
Alberta.....	2·4	1,153	10,270 (1,198)	194,076
British Columbia.....	8·0	4,827	35,314 (5,351)	675,592
Total, Canada, October, 1956.....	95·5	50,123	420,207 (61,286)	8,066,104
Total, Canada, September, 1956.....	99·1	40,640	376,561 (57,426)	7,087,703
Total, Canada, October, 1955.....	111·1	54,981	280,834 (55,127)‡	7,535,340

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ Weeks paid, unemployment after, and not including, October 1. Days paid, unemployment to October 1 inclusive numbered 944,389.

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE  
“LIVE FILE” ON THE LAST WORKING DAY OF THE MONTH, BY  
DURATION, SEX AND PROVINCE, OCTOBER 31, 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									October 31, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
CANADA.....	139,377	40,535	13,408	17,895	20,142	13,361	8,871	6,403	18,762	163,100
Male.....	88,259	29,284	8,861	11,616	11,998	7,965	4,375	3,216	10,944	109,132
Female.....	51,118	11,251	4,547	6,279	8,144	5,396	4,496	3,187	7,818	53,968
Newfoundland.....	3,920	1,206	628	476	500	389	222	177	422	3,343
Male.....	3,495	1,138	594	419	440	232	186	147	339	3,021
Female.....	425	68	34	57	60	57	36	30	83	322
Prince Edward Island....	586	157	63	77	85	51	33	42	78	618
Male.....	384	129	41	52	51	26	15	26	44	445
Female.....	202	28	22	25	34	25	18	16	34	173
Nova Scotia.....	8,323	2,002	823	1,182	1,297	743	535	455	1,286	9,877
Male.....	6,605	1,651	677	973	973	574	403	340	1,014	8,238
Female.....	1,718	351	146	209	324	169	132	115	272	1,639
New Brunswick.....	7,244	1,953	734	1,001	1,045	678	516	374	943	7,591
Male.....	5,194	1,493	540	751	771	442	319	254	624	5,743
Female.....	2,050	460	194	250	274	236	197	120	319	1,848
Quebec.....	42,901	12,096	4,742	5,967	6,214	3,600	2,688	2,036	5,558	51,287
Male.....	25,468	8,604	3,006	3,812	3,520	1,772	1,125	825	2,804	32,812
Female.....	17,433	3,492	1,736	2,155	2,694	1,828	1,563	1,211	2,754	18,475
Ontario.....	48,428	12,962	3,721	5,763	7,494	6,141	3,235	2,316	6,796	56,362
Male.....	30,242	8,935	2,295	3,620	4,530	4,047	1,585	1,186	4,044	36,905
Female.....	18,186	4,027	1,426	2,143	2,964	2,094	1,650	1,130	2,752	19,457
Manitoba.....	5,645	1,902	357	591	732	449	362	252	1,000	7,818
Male.....	3,001	1,176	203	309	312	188	144	108	561	4,666
Female.....	2,644	726	154	282	420	261	218	144	439	3,152
Saskatchewan.....	2,330	479	287	276	353	212	171	116	436	3,813
Male.....	1,238	344	180	140	147	95	64	46	232	2,510
Female.....	1,092	145	107	136	206	117	107	70	204	1,303
Alberta.....	4,242	1,426	428	547	591	311	222	155	562	6,237
Male.....	2,517	981	258	279	297	159	118	80	345	4,146
Female.....	1,725	445	170	268	294	152	104	75	217	2,091
British Columbia.....	15,758	6,352	1,625	2,015	1,831	887	887	480	1,681	16,154
Male.....	10,115	4,843	1,067	1,261	957	430	416	204	937	10,646
Female.....	5,643	1,509	558	754	874	457	471	276	744	5,508

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
OCTOBER 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,361	1,770	591	1,707	1,125	582	1,035
Prince Edward Island.....	349	250	99	263	185	78	124
Nova Scotia.....	4,598	2,856	1,742	4,419	3,189	1,230	1,079
New Brunswick.....	3,999	2,632	1,367	3,587	2,553	1,034	1,074
Quebec.....	27,151	17,736	9,415	25,439	19,007	6,432	6,750
Ontario.....	30,135	17,974	12,161	32,654	25,529	7,125	6,370
Manitoba.....	3,101	2,231	870	2,723	2,002	721	638
Saskatchewan.....	1,329	1,018	311	1,046	669	337	439
Alberta.....	2,674	1,886	788	2,098	1,428	670	922
British Columbia.....	12,232	8,334	3,898	9,972	6,906	3,066	3,792
Total, Canada, October, 1956.....	87,929	56,687	31,242	83,908	62,593	21,315	22,223
Total, Canada, September, 1956..	65,007	42,270	22,737	63,460	47,395	16,065	18,202
Total, Canada, October, 1955.....	94,744	57,307	37,437	90,778	62,600	28,178	24,082

\*In addition, revised claims received numbered 16,125.

†In addition, 16,101 revised claims were disposed of. Of these, 1,231 were special requests not granted and 986 were appeals by claimants. There were 1,900 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month:	Total	Employed	Claimants*
1955—September.....	3,456,000	3,303,200	152,800
October.....	3,457,000	3,311,600	145,400
November.....	3,469,000	3,305,900	163,100
December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	3,644,000	3,505,500	188,500
September.....	Not available	Not available	Not available

\* Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—January.....	116.4	112.1	128.4	108.1	117.1	118.2
February.....	116.3	111.5	128.5	108.1	117.1	118.3
March.....	116.0	110.7	128.6	108.0	117.0	118.3
April.....	116.1	111.0	128.7	107.9	116.9	118.1
May.....	116.4	112.3	128.8	107.9	116.4	118.3
June.....	115.9	111.0	129.2	107.8	116.1	117.8
July.....	116.0	111.5	129.6	107.8	115.8	117.7
August.....	116.4	112.4	129.8	108.8	115.8	118.0
September.....	116.8	113.7	130.0	107.8	115.9	117.9
October.....	116.9	113.5	130.2	107.8	116.1	118.1
November.....	116.9	113.0	130.6	107.9	116.5	118.3
December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA,  
AT THE BEGINNING OF NOVEMBER, 1956**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Nov. 1955	Oct. 1956	Nov. 1956					
(1) St. John's Nfld.....	104.6	106.9	107.0	102.9	110.1	100.2	105.9	115.7
Halifax.....	114.9	117.7	118.0	111.8	127.1	115.4	121.7	121.6
Saint John.....	117.6	120.0	120.4	115.4	130.6	116.8	118.8	126.5
Montreal.....	117.1	119.9	120.9	120.9	138.3	106.8	115.3	122.8
Ottawa.....	117.7	120.9	121.5	117.0	140.4	111.6	115.9	125.8
Toronto.....	119.0	122.5	123.1	117.5	149.2	111.2	118.2	123.8
Winnipeg.....	116.9	118.1	118.4	114.9	128.4	113.7	114.1	122.1
Saskatoon—Regina.....	115.6	117.2	117.2	116.6	118.1	115.0	117.7	117.8
Edmonton—Calgary.....	115.1	117.5	117.7	115.3	121.2	113.4	118.4	121.3
Vancouver.....	118.6	121.2	121.5	118.4	129.3	112.5	128.1	122.9

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-NOVEMBER  
1955, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
1956*						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
May.....	29	33	16,420	17,855	136,510	0.16
June.....	23	36	9,576	16,815	77,775	0.09
July.....	32	39	8,260	9,193	57,820	0.07
August.....	32	52	9,387	13,463	87,710	0.10
September.....	24	48	9,631	14,069	111,200	0.13
October.....	10	40	6,867	15,315	133,870	0.15
November.....	17	36	1,940	4,241	40,860	0.05
Cumulative.....	218		88,124		1,245,805	0.13
1955						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
May.....	9	17	2,237	3,200	40,500	0.05
June.....	24	32	5,216	6,730	47,510	0.05
July.....	19	33	7,869	10,924	95,975	0.11
August.....	15	26	2,501	6,449	92,225	0.11
September.....	17	34	18,583	23,176	214,090	0.24
October.....	12	24	4,578	23,587	384,190	0.44
November.....	13	27	1,803	21,581	379,725	0.43
Cumulative.....	155		58,911		1,534,990	0.16

\* Preliminary figures.

‡ Strikes uncompleted at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to November 1956					
MANUFACTURING— <i>Vegetable Foods, etc.</i> — Flour mill workers, Humberstone, Ont.	1	185	370	Aug. 8	For a new agreement providing for increased wages, time-and-one-half for Saturday work and improved welfare plan, following reference to conciliation board; concluded November 2; conciliation; compromise.
<i>Tobacco and Liquors</i> — Cigar and cigarette factory workers, Montreal, Que.	1	211	4,400	Oct. 1	For a new agreement providing for increased wages and other changes, pending reference to arbitration board; uncon- cluded.
<i>Boots and Shoes (Leather)</i> — Shoe factory workers, L'Assomption, Que.	1	75	1,850	Sep. 19	For a new agreement providing for increased wages and fringe benefits, following concilia- tion; unconcluded.
<i>Textiles, Clothing, etc.</i> — Cotton, jute and paper bag factory workers, Vancouver, B.C.	1	26	100	July 17	For a new agreement providing for increased wages in textile department to parity with paper department, following reference to conciliation board; concluded November 6; negotiations; in favour of workers.
Textile factory workers, Montmagny, Que.	1	353	1,000	July 30	For a new agreement providing for increased wages, adjust- ment of job classifications and other changes, following reference to arbitration board; concluded November 5; conciliation; compromise.
Textile factory workers, Ste. Rose, Que.	1	.....	.....	Aug. 14	Protesting elimination of pro- duction bonus; later informa- tion indicates concluded August 25; return of workers; in favour of employer.
Carpet factory workers, Brantford, Ont.	1	218	3,400	Aug. 23	For a new agreement providing for increased wages, reduced hours from 45 to 40 per week with same take-home pay, and other changes, following reference to conciliation board; concluded November 22; conciliation; compromise.
Textile and knitted goods factory workers, St. Jerome, Que.	1	(3) 552	12,000	Aug. 28	For a new agreement providing for increased wages and other changes, following reference to arbitration board; uncon- cluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1956** <sup>(1)</sup>—Continued

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to November 1956—Continued					
Miscellaneous Wood Products—		(4)			
Planing mill workers, Marlboro, Kinuso, Barrhead, Blueridge, Alta.	1	78	1,090	Aug. 14	For a union agreement providing for increased wages, reduced hours from 54 to 48 per week with same take-home pay and union security, following reference to conciliation board; concluded November 16; negotiations; compromise.
Metal Products—					
Hydraulic equipment factory workers, Montreal, Que.	1	30	500	Aug. 9	Alleged discrimination in dismissal of workers, following decertification of union; dispute still in existence but employment conditions no longer affected by the end of November; indefinite.
Electro-plating factory workers, Hamilton, Ont.	1	22	400	Aug. 21	Alleged discrimination in dismissal of workers; dispute still in existence but employment conditions no longer affected by the end of November; indefinite.
Metal pad factory workers, Hamilton, Ont.	1	19	400	Aug. 23	For union recognition, following reference to conciliation board; dispute still in existence but employment conditions no longer affected by the end of November; indefinite.
Furnace factory workers, Toronto, Ont.	1	180	360	Oct. 12	Protesting alleged speed-up and reduced earnings; concluded November 2; return of workers pending settlement; indefinite.
Non-Metallic Minerals, Chemicals, etc.—		(6)			
Resin and plastic factory workers, Shawinigan Falls, Que.	1	274	1,900	Sep. 24	For a new agreement providing for increased wages, reduced hours from 42 to 40 per week with same take-home pay, job reclassification and fringe benefits; concluded November 9; conciliation board; compromise.
Concrete block and sewer pipe factory workers, Ottawa, Ont.	1	10	200	Oct. 10	For union recognition and agreement; partial return of workers; dispute still in existence but employment conditions no longer affected by the end of November; indefinite.
TRADE—					
Soft drink route salesmen and warehouse workers, Hamilton, Ont.	1	11	200	July 24	For a union agreement providing for increased wages, following conciliation; dispute still in existence but employment conditions no longer affected by the end of November; indefinite.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1956** <sup>(1)</sup>—Continued

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars (2)
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to November 1956—Concluded					
Butchers, Joliette, Que.	1	.....	.....	Sep. 8	Alleged discrimination in dismissal of a union officer; later information indicates concluded October 4; replacement; in favour of employer.
Builders supplies jobbers, Jasper Place, Alta.	1	8	190	Sep. 8	For a union agreement providing for increased wages, non-wage benefits and union security, following reference to arbitration board; unconcluded.
Department store clerks, Sudbury, Ont.	1	30	780	Sep. 22	For implementation of award of conciliation board for increased wages in new agreement under negotiations; unconcluded.
Tire and rubber goods warehousemen, Vancouver, B.C.	1	10	220	Oct. 25	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
SERVICE— <i>Business and Personal—</i> Hotel employees, Leamington, Ont.	1	9	200	July 27	For union recognition and agreement, following conciliation; dispute still in existence but employment conditions no longer affected by the end of November; indefinite.
Strikes and Lockouts Commencing During November 1956					
MINING—		(6)			
Coal miners, Thorburn, N.S.	1	29	30	Nov. 1	Dispute over misplacement of tools; concluded November 4; return of workers; in favour of employer.
Coal miners, Sydney Mines, N.S.	1	49	95	Nov. 19	Alleged poor ventilation; concluded November 20; return of workers pending negotiations; indefinite.
Coal miners, Drumheller and East Coulee, Alta.	8	913	4,565	Nov. 26	For a greater increase in wages than recommended by arbitration board in new agreement under negotiations; concluded November 30; negotiations; compromise.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Bakery workers, Shawinigan Falls, Que.	1	20	40	Nov. 14	For a union agreement providing for increased wages and commission, time-and-one-half for overtime and other changes; concluded November 15; return of workers pending reference to conciliation board; indefinite.
<i>Textiles, Clothing, etc.—</i> Sportswear factory workers, Toronto, Ont.	1	65	615	Nov. 19	For a new agreement providing for increase in cost-of-living bonus; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1956 <sup>(1)</sup>—Continued**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
<i>Printing and Publishing—</i> Bookbinders, Oshawa, Ont.	1	39	500	Nov. 14	For a new agreement providing for increased wages, reduced hours from 40 to 37½ per week with same take-home pay, union shop and extension of vacation plan, following reference to conciliation board; unconcluded.
<i>Metal Products—</i> Foundry workers, L'Isletville, Que.	1	8	85	Nov. 14	Protesting new method of calculating bonus; concluded November 26; result not reported; indefinite.
Metal name plate factory workers, Midland, Ont.	1	126	900	Nov. 22	For a union agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, closed shop and check-off, following reference to conciliation board; unconcluded.
Steel foundry workers, Sorel, Que.	1	230	1,150	Nov. 26	For replacement of a foreman; concluded November 30; return of workers; in favour of employer.
Wire factory workers, Hamilton, Ont.	1	75	130	Nov. 29	Protesting new incentive bonus; concluded November 30; return of workers; in favour of employer.
<i>Shipbuilding—</i> Shipyard workers, Kingston, Ont.	1	163	1,465	Nov. 8	For a new agreement providing for increased wages, following reference to conciliation board; concluded November 20; negotiations; compromise
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Fertilizer factory workers, New Toronto, Ont.	1	6	90	Nov. 12	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
<i>Miscellaneous Products—</i> Frozen food factory workers, Laprairie, Que.	1	50	1,200	Nov. 2	Alleged discrimination in dismissal of two workers pending union certification; unconcluded.
Orthopedic appliance factory workers, Windsor, Ont.	1	19	120	Nov. 23	For a new agreement providing for increased wages; unconcluded.
<b>CONSTRUCTION—</b> <i>Buildings and Structures—</i> Electricians and helpers, St. John's, Nfld.	18	50	100	Nov. 8	For payment of wage rate provided for in agreement signed June 29, 1956; concluded November 9; negotiations; in favour of workers.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, NOVEMBER 1956** <sup>(1)</sup>—Concluded

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			

**Strikes and Lockouts Commencing During November 1956—Concluded**

Carpenters, St. Margarets, N.B.	2	<sup>(7)</sup> 40	160	Nov. 5	For a union agreement providing for increased wages, reduced hours from 54 to 44 per week and time-and-one-half for overtime; concluded November 8; negotiations; in favour of workers.
SERVICE— <i>Business and Personal—</i> Garage mechanics and helpers and service station employees, Amherst, N.S.	7	58	55	Nov. 5	Alleged discrimination in dismissal of a mechanic; concluded November 5; return of workers; in favour of employers.

<sup>(1)</sup> Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

<sup>(2)</sup> In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to and appreciable extent.

<sup>(3)</sup> 167 indirectly affected; <sup>(4)</sup> 56 indirectly affected; <sup>(5)</sup> 54 indirectly affected; <sup>(6)</sup> 400 indirectly affected; <sup>(7)</sup> 150 indirectly affected.

## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1956 BY GROUPS OF INDUSTRIES AND CAUSES**

Note: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
Striking Against or Stepping on Objects.....													
Struck by.....	6	23		21	8	35	3	9			1		106
(a) Tools, machinery, cranes, etc.....	1	1		4	1	3		1					11
(b) Moving vehicles.....	3			5	2	12	2	5			1		30
(c) Other objects.....	2	22		12	5	20	1	3					65
Caught In, On or Between Machinery, Vehicles, etc.....	5				4	4		1					14
Collision, Derailments, Wrecks, etc.....	11	6	1	3	5	25	1	41					98
Falls and Slips.....	3	8	3	5	6	16	2	10	2		3		58
(a) Falls on same level.....													
(b) Falls to different levels.....	3	8	3	5	6	16	2	10	2		3		58
Conflagrations, Temperature Extremes and Explosions.....	3	1		4	5	4		3			2		22
Inhalation, Absorptions, Asphyxiation, etc.....				2	6	1		1					10
Electric Current.....	1			1	4	8	3	2	1		2		23
Over-exertion and Industrial Diseases.....	2	1		2	2	1		4	2		1		15
Miscellaneous Accidents.....						1					1		2
Total, Third Quarter—1956.....	31	39	4	38	40	95	9	72	10		10		*348
Total, Third Quarter—1955.....	36	49	14	52	63	89	10	55	16	1	21		406

**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1956**

	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1		1	12	3	2	10	2		31
Logging.....					8	4			1	26		39
Fishing and Trapping.....		1							1	1	1	4
Mining and Quarrying.....			3	1	6	8	1	6	3	10		38
Manufacturing.....	1		1	1	4	19	3		1	10		40
Construction.....	1		2	6	12	33	5	6	5	25		95
Electricity, Gas, Water Production and Supply.....			1		7					1		9
Transportation, Storage and Communications.....	1		1		15	20	4	2	12	16	1	72
Trade.....					1	6			3			10
Finance.....								1				
Service.....					4	4				1		10
Unclassified.....												
Total.....	3	1	9	8	51	113	16	17	36	92	2	*348

\* Of this total 263 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 85 were obtained from other non-official sources.

## manpower and labour relations

### REVIEW

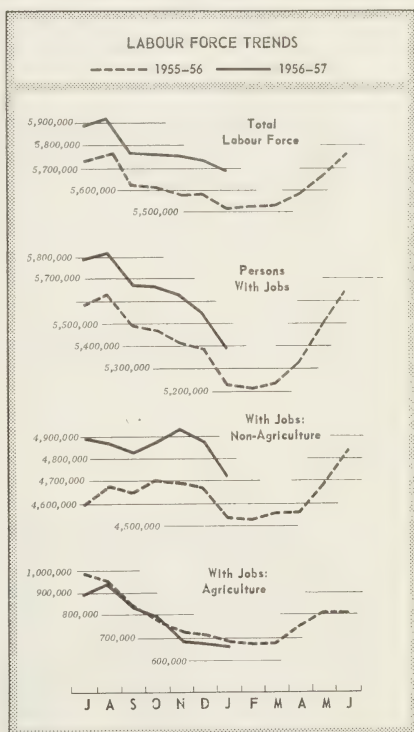
Economics and Research Branch, Department of Labour, Canada

#### Current Manpower Situation

**E**MPLOYMENT dropped sharply in January as a result of the usual slackening in retail trade and in construction and other outdoor activities. In non-agricultural industries, the decline was greater than it has been for some years. Consequently, unemployment increased more rapidly than usual, rising above the year-earlier total for the first time in almost two years.

At January 19, 1957, persons with jobs were estimated at 5,393,000, some 162,000 fewer than in mid-December, but 162,000 more than a year earlier. Non-farm employment decreased by an estimated 153,000 but was still 179,000 higher than in January 1956. Persons without jobs and seeking work rose to an estimated 303,000, some 17,000 more than a year earlier. Registrations for employment at NES offices were also higher than in January 1956.

The increase in unemployment came primarily from such seasonal industries as trade, construction, lumbering and logging, and transportation. Heavy layoffs are usual in these industries at this time of year but this January they were heavier than they have been for several years, particularly in construction and logging. At the end of January, the number of construction workers registered at National Employment Service offices was almost 26,000 higher than last year, and that of lumbering and logging workers almost 10,000 higher.



In manufacturing generally, employment appeared to be about the same, or perhaps slightly higher, than last year. In December 1956, it was 3 per cent higher than a year earlier and in most industries the January layoffs did not appear to be greater than usual. There were, of course, some exceptions, the most notable being lumber manufacturing, which was hit by reductions in both export demand and domestic house-building. Layoffs in other construction material industries, in textiles and in some durable consumer goods manufacturing firms were also somewhat heavier than in past years. In addition, numerous layoffs were reported in the motor vehicles industry but, by and large, these were temporary, caused by either the CPR railway strike or by an adjustment to production schedules.

## Construction in 1956 and 1957

Recently published estimates of private and public investment throw a great deal of light on developments in the construction industry during the past year. The figures show that total investment expenditures in 1956 were \$7.9 billions, of which \$5.3 billions were spent on construction. This accounted for close to 18 per cent of total national expenditures and represented an increase of 23 per cent over expenditures for construction in 1955. Forty-one per cent of the increase in construction expenditures during 1956 was in utilities, much of it in such well known projects as the Trans-Canada and West Coast Transmission pipelines, the St. Lawrence Seaway and Power project and many other hydro-electric power projects.

The second largest part of the increase occurred in government expenditures, which rose by \$187 million, or 24 per cent. In this category, highway construction showed the greatest rise, accounting for more than one-third the total increase. The remainder was fairly well distributed over the various items of government construction.

Increases in most other sectors of the economy were relatively modest, though in some instances large in relation to the size of the industry concerned. In mining, for example, construction outlays rose by almost 50 per cent and total investment by 60 per cent. Expenditures in manufacturing rose by nearly 40 per cent. Another fast-growing sector was commercial services, where construction expenditures, though amounting to only \$20 million, were 60 per cent higher in 1956 than in 1955.

Housing outlays for 1956 were 5 per cent higher than in 1955, although it was evident early in the year that this part of the construction industry had reached a plateau. The volume of work was maintained at a high level throughout the summer and early fall but this was because the high rate of housing completions was offsetting the falling rate of housing starts. By the end of the year, the number of units under construction was about 18 per cent lower than a year before and housing starts were one-third lower. The new estimates show that housing outlays in 1957 are expected to be about 18 per cent lower than in 1956.

The ambitious investment plans of 1956 required large amounts of additional men and materials, and despite record expansion in many

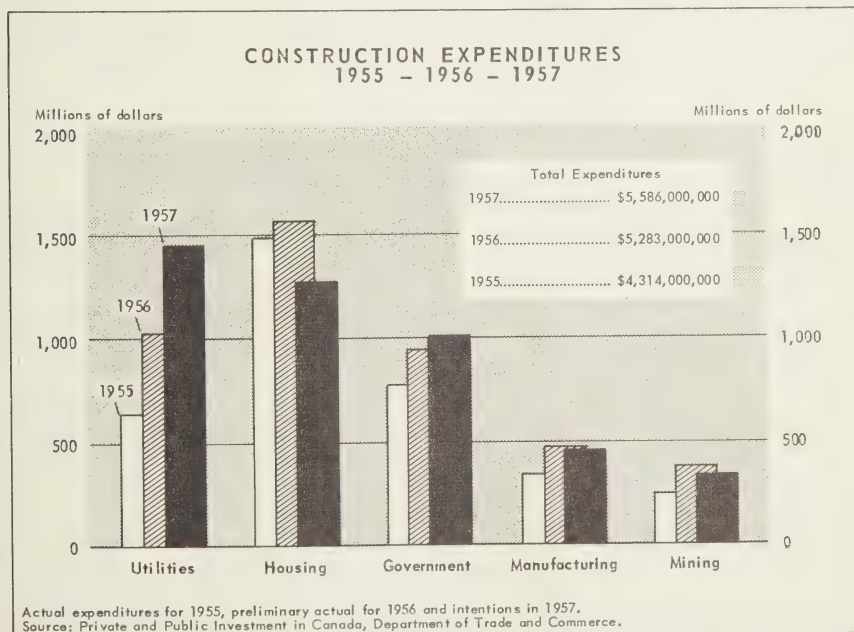
supplying industries the program was in some instances hampered by these physical limitations. Some of the larger dimensions of structural steel were in short supply during most of the year and in some areas projects were held up by delays in the delivery of cement.

### Construction Employment in 1956

At the height of the season in 1956, construction employment was close to 20 per cent higher than a year earlier. The average for the year was 13 per cent higher than in 1955 and 7 per cent higher than in 1952, the previous peak in the industry. The heavy demand for labour attracted a substantial number of new entrants to the labour force and a large number of workers from other industries. In agriculture particularly, severe shortages of labour in most regions this summer were largely attributable to the competing demands of construction contractors. The workers available from these sources, however, were largely unskilled. It was more difficult to expand the supply of skilled workers and in every region there were moderate to severe shortages throughout the season of carpenters, bricklayers, cement finishers, plumbers, structural steel workers and heavy equipment operators.

The heavy transfer of manpower into construction was at least partly stimulated by the relatively high wage scale and, in many outlying projects, the additional earnings from overtime work. Average weekly wages in construction in 1956 rose 10 per cent to \$68.60, a considerably larger increase than in other industries. During the year, construction wages moved from fourth place (behind mining, transportation and manufacturing) to second place.

In the last half of 1956, there were signs of slackening in the industry. Employment fell off somewhat more than usual, although the year-to-year margin was still about 5 per cent at the end of the year.



However, unemployment in the industry was significantly higher than last year. For example, from a low point in October until the end of January, the number of construction workers registered with the NES increased by 147,000; the corresponding figure for the year before was only 125,000. One general reason for this increase is simply that employment in this highly seasonal industry reached a record peak in the summer of 1956. It was to be expected, therefore, that winter unemployment would also be higher than in previous years. The decline in housing construction is, of course, another important element, the effects of which are noticeable in most urban centres. A third factor of considerable importance in some areas is that logging and lumbering have been less active than last year. Consequently, job opportunities were fewer for construction workers accustomed to shift into such work during the winter.

### **Prospects for 1957**

The results of the investment survey indicate that prospects for the coming construction season are good. The estimate of construction expenditures for 1957 is \$5.6 billion, 6 per cent higher than the actual expenditures for 1956. This is a very modest rise when compared with last year's gain, largely because of the decline in anticipated expenditures on housing. It still represents a substantial volume of work, however, and if it were not for last year's record there might be some doubt about the industry's ability to accomplish it.

The increasing importance of utilities in the total investment picture is a notable feature of the intentions reported (see accompanying chart). Last year, utilities accounted for two-fifths of the increase in construction expenditures. This year the expected increase in utilities is \$417 millions, whereas, because of the decline in housing, the increase in the total construction program is only \$303 millions. Two-thirds of this increase in the utilities sector results from the expansion of pipelines and power developments. Proportionally, investment in utility construction has risen from 15 per cent of total construction expenditures in 1954 to 26 per cent in 1957.

A high rate of expansion is expected to continue in some other sectors. Outlays on trade facilities show a rise of 29 per cent, and proposed construction in the finance and commercial sectors is up more than 20 per cent. Expenditures in mining and manufacturing are expected to be moderately lower than last year, although both are well above the totals for previous years.

The probable impact of these changes on employment and unemployment in the industry are, of course, difficult to assess. The increase in heavy engineering construction will mean more employment in outlying areas and a continued shortage of such skilled tradesmen as heavy equipment operators and structural steel workers. On the other hand, a drop in housing will mean less employment for other tradesmen and unskilled workers in urban centres. Most workers unable to find jobs in house-building will undoubtedly be qualified to take jobs in other kinds of construction. It may be, however, that the remote location of many of these projects will make it difficult for many to transfer into such jobs. It is quite possible, therefore, that requirements for construction labour and the available supply will be more unevenly distributed than usual this summer.

# Current Labour Statistics

(Latest available statistics as of February 11, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	Jan. 19	5,696,000	- 0.8	+ 3.2
Total persons with jobs.....	Jan. 19	5,393,000	- 2.9	+ 3.1
At work 35 hours or more.....	Jan. 19	4,831,000	- 4.6	+ 2.7
At work less than 35 hours .....	Jan. 19	417,000	+11.8	+ 4.6
With jobs but not at work.....	Jan. 19	145,000	+19.8	-10.5
With jobs but on short time.....	Jan. 19	43,000	+48.3	+ 7.5
With jobs but laid off full week.....	Jan. 19	22,000	0.0	-15.4
Persons without jobs and seeking work	Jan. 19	303,000	+62.9	+ 5.9
Persons with jobs in agriculture.....	Jan. 19	671,000	- 1.3	- 2.5
Persons with jobs in non-agriculture....	Jan. 19	4,722,000	- 3.1	+ 3.9
Total paid workers.....	Jan. 19	4,307,000	- 3.4	+ 4.9
<i>Registered for work, NES (b)</i>				
Atlantic.....	Jan. 17	78,200	+81.0	+13.0
Quebec .....	Jan. 17	160,300	+77.5	+ 6.5
Ontario.....	Jan. 17	147,700	+60.4	+ 9.4
Prairie .....	Jan. 17	73,500	+65.5	- 2.8
Pacific.....	Jan. 17	66,400	+49.5	+22.5
Total, all regions.....	Jan. 17	526,100	+67.3	+ 8.6
<i>Claimants for Unemployment</i>				
Insurance benefit .....	Jan. 1	398,244	+84.9	+ 2.6
Amount of benefit payments .....	December	\$12,528,015	+35.1	+ 4.9
Industrial employment (1949=100) .....	Dec. 1	125.5	- 0.4	+ 6.4
Manufacturing employment (1949=100)....	Dec. 1	118.0	- 0.4	+ 5.1
Immigration.....	Year 1956	164,857	-	+49.9(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	January	52,680	-	-
No. of workers involved .....	January	7,477	-	-
No. of strikes .....	January	24	-	-
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	Dec. 1	\$66.13	- 0.1	+ 6.6
Average hourly earnings (mfg.).....	Dec. 1	\$1.56	+ 0.5	+ 6.4
Average hours worked per week (mfg.).....	Dec. 1	41.6	0.0	0.0
Average weekly earnings (mfg.).....	Dec. 1	\$64.69	+ 0.5	+ 6.4
Consumer price index (av. 1949=100).....	Jan. 1	120.3	- 0.1	+ 3.0
Real weekly earnings (mfg. av. 1949=100)	Dec. 1	128.8	+ 0.4	+ 3.4
Total labour income..... \$000,000	November	1,265	- 0.6	+12.1
<i>Industrial Production</i>				
Total (average 1935-39=100).....	November	298.3	- 0.8	+ 5.1
Manufacturing .....	November	296.4	- 0.3	+ 4.1
Durables .....	November	362.0	+ 0.3	+ 6.2
Non-Durables.....	November	254.4	- 0.8	+ 2.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, *Labour Gazette*.

(b) See inside back cover, *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Labour-Management Relations

## The Bargaining Scene

**T**HIS is the first of a monthly series that will be published regularly in this section of the *Labour Gazette* on bargaining in units of 1,000 or more employees. Subsequent editions will chart the progress of bargaining affecting the more than 210 collective agreements in this category. These agreements cover some 45 per cent of Canadian workers under agreement, in total almost 700,000 persons.

During 1957, approximately 100 of these agreements covering close to one-quarter of a million workers will terminate. The remainder are long-term contracts with expiration dates in 1958 or later. The chart on the opposite page deals with agreements subject to bargaining during the first quarter of the current year. It will be noted that in addition to the 22 agreements expiring in this three-month period, 24 in which bargaining was begun last year were still to be settled at the beginning of 1957.

By mid-February, 11 of these contracts were reported to have been successfully renegotiated. The majority were signed within a relatively short period after the expiration date of the previous agreement. Of the three that required lengthy periods of negotiations and conciliation, one involved the Canadian Pacific Railway Company and the Brotherhood of Locomotive Engineers and another, Provincial Transport Limited and the Canadian Brotherhood of Railway Employees and Other Transport Workers. The third, the only one in which strike action preceded the settlement, involved the Brotherhood of Locomotive Firemen and the Canadian Pacific Railway Company.

The settlements were generally in line with the trends reported over the past few months in the *Current Manpower and Labour Relations Review*. Seven of the contracts are for two years or more and all provide for a series of wage increases during their terms. Total increases, averaging close to 20 cents an hour, appear to be slightly higher than the average reported in a recent survey of wage changes in 1956 (L.G., Dec. 1956, p. 1475).

The third section of the chart shows negotiations that are continuing, and includes three disputes of particular interest. These concern the Aluminum Co. of Canada, Limited, Arvida, and a syndicate of the Canadian and Catholic Confederation of Labour; Noranda Mines Limited and the United Steelworkers of America; and the Dominion Coal Co. Limited, in Nova Scotia, and the United Mine Workers. These disputes are all at an advanced stage in the conciliation process.

Negotiations in this three-month period, however, include few of the largest bargaining relationships. The expiration of the contract between the Hydro-Electric Power Commission of Ontario and 10,000 of its employees is the only one of its size. Otherwise, only five agreements involve groups of more than 2,500 workers.

## THE BARGAINING SCENE FEBRUARY 15, 1957

(Bargaining Units of 1,000 or More Employees, January 1 to March 31, 1957)

### In Negotiations and Terminating in Period:

46 agreements, 99,500 workers

Bargaining carried over from 1956:

24 agreements, 56,200 workers

Terminating in period Jan. 1 - Mar. 31:

22 agreements, 43,300 workers

### Settlements Achieved:

January 1 - February 15

11 agreements, 22,300 workers

#### Major Terms of Settlements (preliminary information):

- Wages and Duration -

6, covering 14,600 workers, are 2-year contracts providing wage increases throughout life of agreement. In 4, the increases will total more than 15 cents an hour.

1, covering 1,700 workers, is a 3-year contract providing wage increases totalling 25 cents an hour.

4, covering 6,000 workers, are 1-year contracts providing wage increases of 5 to 10 cents an hour.

- Hours of Work -

1, covering 1,000 workers, reduced weekly hours from 45 to 40.

- Vacations -

1, covering 1,700 workers, provided a 3-week vacation after 12 years' service.

- Group Health Insurance -

2, covering 3,200 workers, increased health and welfare benefits.

- Union Security -

1, covering 1,000 workers, provided a compulsory check-off.

One, covering 2,850 workers, settled after strike.

### Negotiations Continuing:

At February 15

18 agreements, 40,500 workers

Bargaining in process:

11 agreements, 15,600 workers

Conciliation in progress:

6 agreements, 23,300 workers

Post-Conciliation:

1 agreement, 1,600 workers

### Other Agreements Terminating in Period:

17 agreements, 36,700 workers

Expiring in February:

4 agreements, 6,600 workers

Expiring in March:

13 agreements, 30,100 workers

## Individual Negotiations

A number of significant settlements resulting from recent negotiations, not all of them included in the above survey, are summarized below.

The two-year agreement signed in February by the Canadian Pacific Railway Company and the Brotherhood of Locomotive Engineers is similar to contracts signed earlier by the unions of operating trades on both the CNR and CPR. A wage increase of 7 per cent was made retroactive to last May and a further 5 per cent will be paid next June. Engineers in yard service will in future receive six paid statutory holidays annually.

Employees of grain elevator companies at the Lakehead will receive a 6-per-cent increase in wages this year and a further 5 per cent next year under the terms of a new two-year contract negotiated on their behalf by the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees. The new agreement will also include a cost-of-living escalator clause and revisions concerning vacations, skilled tradesmen, grievance procedures and union security.

New agreements covering three steel plants in Nova Scotia, Eastern Car Company Limited, Trenton Steel Works Ltd., and Trenton Industries Limited, have been negotiated by the United Steelworkers of America. A wage increase of 10 cents an hour, a cost-of-living bonus of 3 cents, increased shift premiums and statutory holidays and a job evaluation program are provided.

The terms of a recent arbitration award for city firemen in Toronto reduce the hours of work from 56 per week to 42. Also included in the award are provisions for a contributory hospitalization plan and for a fourth week of vacation after 25 years of service.

A wage increase of 20 cents an hour will be extended to cover an estimated 65,000 construction workers in the Montreal area. The two-year agreement signed by the Montreal Builders' Exchange, the Montreal Building Trades Council (CLC) and the Montreal Building Trades Syndicates (CCCL), provides that half of the amount will be paid this year and the remainder in 1958.

Contract differences currently in conciliation include the following: Firestone Tire & Rubber Company of Canada, Limited, and the United Rubber, Cork, Linoleum and Plastic Workers of America; Fiberglas Canada, Limited, Sarnia, and the Oil, Chemical and Atomic Workers International Union; five textile companies in Ontario and the Textile Workers' Union of America. The National Syndicate of Municipal Employees (CCCL) has requested that its differences with the City of Montreal be referred to arbitration. Wages appear to be the main issue in dispute in all cases.

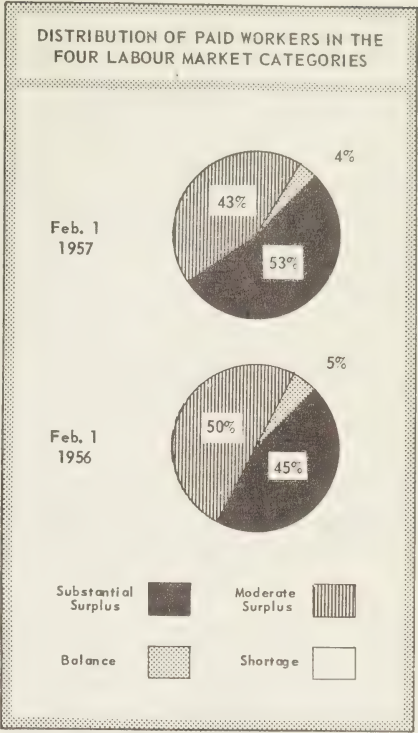
## Work Stoppages

Preliminary figures for January 1957 show 24 strikes or lockouts in existence during the month. These involved 7,477 workers in a time-loss of 52,680 man-days. Corresponding figures for December 1956 were 18 stoppages, 1,462 workers and 14,305 days; and for January 1956, 14 stoppages, 17,341 workers and 338,355 man-days.

# Manpower Situation in Local Areas

THE usual mid-winter curtailment in outdoor activities affected virtually all local areas during January. The slowdown was particularly marked during the first half of the month as weather conditions caused an unusually sharp decline in construction activity. To some extent, the decline in the early part of the month can also be attributed to the CPR strike, which forced temporary closures in a number of coal mines and manufacturing plants. Forty-two of the 109 areas surveyed were reclassified to categories denoting an increase in available labour supply. These changes left four areas with approximately balanced demand and supply, one fewer than a year earlier.

Local employment conditions were less favourable than a year earlier in the Atlantic and Pacific regions. The Prairie region, on the other hand, showed some improvement, while conditions in Ontario and Quebec were much the same as a year before. On the whole, however, the employment situation in local areas showed year-to-year weakening, which was reflected in generally larger labour surpluses. Of the 109 areas surveyed, 63 were worse off than last year and 20 were better off. Only four areas in the Prairie region recorded significant year-to-year increases in registrations; seven showed decreases and nine were unchanged. In contrast, registrations were higher than last year in all areas in the Pacific region and all but seven areas in the Atlantic.



Labour Market Areas	Labour Surplus *				Approximate Balance*		Labour Shortage *	
	1		2		3		4	
	Feb. 1, 1957	Feb. 1, 1956	Feb. 1, 1957	Feb. 1, 1956	Feb. 1, 1957	Feb. 1, 1956	Feb. 1, 1957	Feb. 1, 1956
Metropolitan	4	4	7	7	—	—	—	—
Major Industrial	13	11	13	16	1	—	—	—
Major Agricultural	5	4	8	10	1	—	—	—
Minor	36	30	19	22	2	5	—	—
Total	58	49	47	55	4	5	—	—

\*See inside back cover *Labour Gazette*.

# CLASSIFICATION OF LABOUR MARKET AREAS

February 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec - Lévis St. John's Windsor VANCOUVER - NEW WESTMINSTER	Calgary Edmonton Hamilton Montreal OTTAWA - HULL TORONTO Winnipeg		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	BRANTFORD Corner Brook CORNWALL Farnham - Granby Joliette LAC ST. JEAN Manitow New Glasgow SARNIA SHERBROOKE Shawinigan Falls SYDNEY Trois-Rivières	Fort William - Port Arthur Guelph HALIFAX KINGSTON Kitchener London Niagara Peninsula Oshawa Peterborough Rouyn Val d'Or Saint John TIMMINS - KIRKLAND LAKE Victoria	Sudbury	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown LETHBRIDGE Rivière du Loup THEFTORD - MEGANTIC - ST. GEORGES YORKTON	Chatham Brandon Moose Jaw North Battleford Prince Albert RED DEER Regina SASKATOON	Barrie	
MINOR AREAS (labour force 10,000 - 25,000)	Bathurst Beauharnois BRACEBRIDGE BRIDGEWATER Campbellton Central Vancouver Island Chilliwack CRANBROOK DAUPHIN Dunsmuirville EDMUNDSTON Gaspé Grand Falls KAMLOOPS KENTVILLE LACHUTE - STE. THERESE Montmagny Newcastle Okanagan Valley Owen Sound PORTAGE LA PRAIRIE Prince George PRINCE RUPERT QUEBEC NORTH SHORE Rimouski Sorel Ste. Agathe - St. Jérôme ST. HYACINTHE St. Stephen Summerside TRAIL - NELSON TRURO Valleyfield Victoriaville WOODSTOCK, N.B. Yarmouth	Belleville - Trenton BRAMPTON DAWSON CREEK DRUMHELLER Fredericton GODERICH Lindsay LISTOWEL Medicine Hat North Bay Pembroke SAULT STE. MARIE SIMCOE St. Jean STRATFORD Swift Current WALKERTON Woodstock - Ingersoll WEYBURN	Galt St. Thomas	

← The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC

EMPLOYMENT in the Atlantic region continued to decline during January as the level of seasonal activity approached its annual trough. By January 19, persons with jobs were estimated at 479,000, a drop of 13,000 from a month earlier, but an increase of 17,000 from the year before. Registrations for employment at NES offices were about 15 per cent higher than a year before. The logging and construction industries were largely responsible for the employment decline during the month as reduced house-building, intensely cold weather and heavy storms hampered outdoor work. Manufacturing employment was maintained at a fairly high level; staff reductions occurred in a few plants but these were more than offset by additional hirings in shipbuilding.

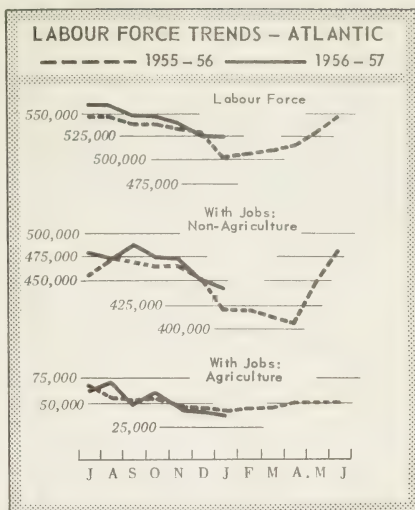
Seven areas were reclassified during the month, one from the balanced to the moderate surplus category and six from the moderate to the substantial surplus category. At February 1, classification of the 21 areas in the region was the same as last year: in substantial surplus, 18; in moderate surplus, 3.

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 1. Unemployment increased sharply in this area during January, reaching a record level for the month. Construction accounted for almost one-half of the registrations for employment and forestry for about one-fifth. Layoffs were somewhat heavier than usual owing to a rapid curtailment of outdoor work.

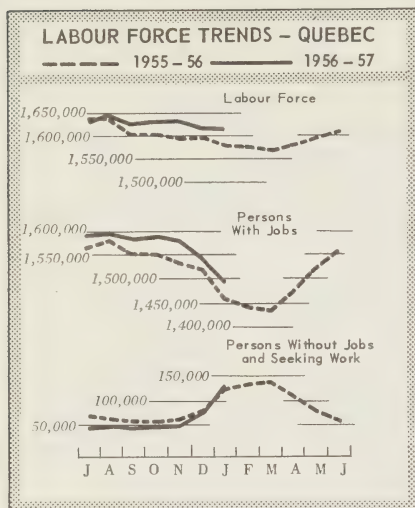
**Halifax** (metropolitan). Reclassified from Group 3 to Group 2. The increase in unemployment in this area was almost entirely the result of seasonal slackness. Construction accounted for much of the increase as activity fell below the level of the year before. In most other industries employment continued to show improvement over the same period last year. Waterfront activity increased sharply during the month since ships were being diverted from Saint John to Halifax because of the railway strike. Employment at the Halifax shipyards showed some improvement; about 200 of the workers released in November were recalled. On the whole, the employment situation in Halifax was considerably better than in any other area in the region.

**Sydney** (metropolitan). Reclassified from Group 2 to Group 1. Severe storms during the month greatly curtailed construction and other outdoor work. Nevertheless, construction employment remained at an unusually high level for the season. A shortage of box cars resulted in a three-day shutdown in most coal mines in mid-January but continuous employment was maintained during the second half of the month. Total employment showed very little change from a year earlier.



Bridgewater, Edmundston, Kentville, Truro, and Woodstock (minor). Reclassified from Group 2 to Group 1.

## QUEBEC



THE sharp seasonal decline in activity in Quebec continued during January. Persons with jobs at January 19 were estimated at 1,491,000, some 52,000 fewer than a month earlier but 35,000 more than a year earlier. Unemployment was slightly higher than in January 1956, mainly because of seasonal factors but partly also because of a decline in house-building. Most manufacturing and distributive industries were active.

The sharp increase in unemployment during the month was largely the result of reduced activity in seasonal industries, notably construction, agriculture and

water and truck transportation. Log cutting was coming to an end in most areas, though shortages of loggers were still reported from comparatively remote areas. It was difficult to get bushmen to return to logging camps after the holidays or to go to jobs in relatively inaccessible regions. A few local labour market areas reported that house-building activity was considerably lower than usual for the month. In general, the situation at mid-January was the result of the normal seasonal factors, though the impact of cold weather and snow may have been unusually severe because of the higher proportion of workers employed last summer and fall in seasonal industries, especially construction.

Six labour market areas were reclassified during the month, all from the moderate to the substantial surplus category. At February 1, classification of the 24 areas in the region was as follows (last year's figures in brackets): in moderate surplus, 3 (6); substantial surplus, 21 (18).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 2. At the end of the month the number of persons registered for jobs was slightly higher than a year earlier, partly as a result of extended year-end holidays in manufacturing plants. Registrations rose considerably during January for seasonal reasons. The effects of the CPR strike had largely disappeared by the end of January. The general employment situation was normal for this period of the year, the only serious difficulty being the decline in housing construction.

**Quebec-Levis** (metropolitan). Remained in Group 1. The number of applicants at NES offices was slightly higher than in January 1956. The shipyards at Levis were very active and there was a shortage of workers in the textile plants there. Log cutting in this area was practically finished but loggers were unwilling to go to jobs in other areas.

**Lac St. Jean** (major industrial). Reclassified from Group 2 to Group 1. The completion of log cutting appeared to be the cause of the increase in registrations.

**Sherbrooke** (major industrial). Reclassified from Group 2 to Group 1, primarily because of seasonal factors.

**Thetford-Megantic - St. Georges** (major agricultural). Reclassified from Group 2 to Group 1. Seasonal factors affecting construction and saw-milling account for the reclassification.

**Lachute - Ste. Thérèse, Quebec North Shore and St. Hyacinthe** (minor). Reclassified from Group 2 to Group 1.

## ONTARIO

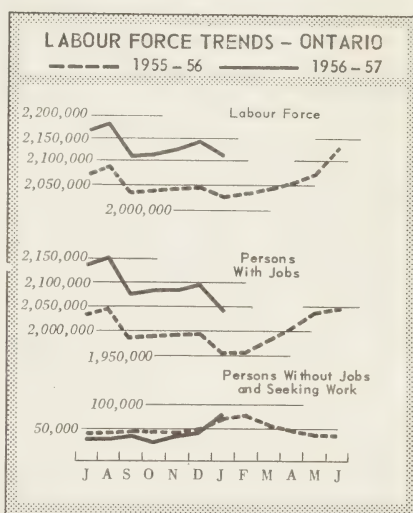
A CONSIDERABLE drop in employment occurred in the Ontario region during January. Persons with jobs at January 19 were estimated at 2,040,000, some 57,000 fewer than in mid-December but 86,000 more than in January 1956. At the same time, unemployment increased substantially, rising to a slightly higher level than a year before.

The increase in unemployment was mainly, though not entirely, due to a seasonal decline in activity in the region. Of the total layoffs during the month, construction accounted for about one-third, partly because of declining house-building. Layoffs occurred in mining, textiles, food processing, light manufacturing and the automobile industry; the post-Christmas decline in retail trade resulted in considerable layoffs of unskilled clerical and sales personnel. On the other hand, there was no noticeable employment decline in heavy industry and the textile industry showed signs of an early pick-up. Skilled and technical personnel remained in short supply.

Changes in the employment situation resulted in the reclassification of 14 local market areas. At February 1, the 34 areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 6 (4); in moderate surplus, 24 (25); in balance, 4 (5).

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 2. Layoffs occurred in primary and secondary textiles and in construction and there were some staff reductions in the automobile and appliance industries. Employment in heavy industry generally remained steady, while production of agricultural implements showed marked improvement.



**Ottawa-Hull** (metropolitan). Reclassified from Group 3 to Group 2. Construction activity dropped sharply and an influx of workers from other areas further added to the number of unemployed. Nevertheless, professional, skilled, technical and clerical workers remained in short supply.

**Toronto** (metropolitan). Reclassified from Group 3 to Group 2. Besides a further drop in construction, there was a seasonal mid-winter decline of activity in confectionery, food processing and light manufacturing; in addition, automobile production was reduced. Heavy industry as a whole remained firm.

**Windsor** (metropolitan). Remained in Group 1. Construction continued to decrease. The Chrysler automobile plant laid off workers but production in the other automobile plants remained fairly steady, with continuing shortages of mechanical engineers, tool and die makers and other skilled, technical personnel.

**Brantford** (major industrial). Reclassified from Group 2 to Group 1. Food processing was completed; the manufacturing of agricultural equipment decreased.

**Cornwall** (major industrial). Reclassified from Group 2 to Group 1. Ice conditions caused a sharp drop in activity on the St. Lawrence Seaway project. Some layoffs occurred in the textile industry.

**Kingston** (major industrial). Reclassified from Group 3 to Group 2. Construction activity declined and considerable layoffs occurred in retail trade.

**Sarnia** (major industrial). Reclassified from Group 2 to Group 1. Employment in automobile feeder plants did not improve; construction activity dropped further.

**Timmins-Kirkland Lake** (major industrial). Reclassified from Group 3 to Group 2. Mining declined seasonally. Sawmills closed for the winter and wood cutting was curtailed because of deep snow.

**Bracebridge** (minor). Reclassified from Group 2 to Group 1.

**Brampton, Goderich, Listowel, Sault Ste. Marie, Simcoe, Stratford and Walkerton** (minor). Reclassified from Group 3 to Group 2.

## PRAIRIE

FOLLOWING the usual pattern for this time of year, employment in the Prairie region declined during January. At January 19, persons with jobs were estimated at 944,000, a drop of 17,000 from a month earlier but an increase of 19,000 from a year before. The post-Christmas lull in retail trade and seasonal slackening in construction and agriculture accounted for much of the decline during the month, though scattered layoffs occurred in packing plants, garages and repair shops. Lumbering and pulpwood operations continued at a high level in all parts of the region. Coal mines in Alberta were seriously affected by the railway labour dispute during the first half of the month but by the end of January

mines were operating near capacity. Metal mining and prospecting continued to be quite active.

Nine areas in the region were reclassified during the month. The area classification at February 1 was the same as last year: in moderate surplus, 16; in substantial surplus, 4.

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 2. Construction employment continued to decline as a result of extremely cold weather. Nevertheless, activity in this industry remained at a fairly high level since much indoor work was in progress. Employment in manufacturing, trade and service changed very little from the high levels of a month before.

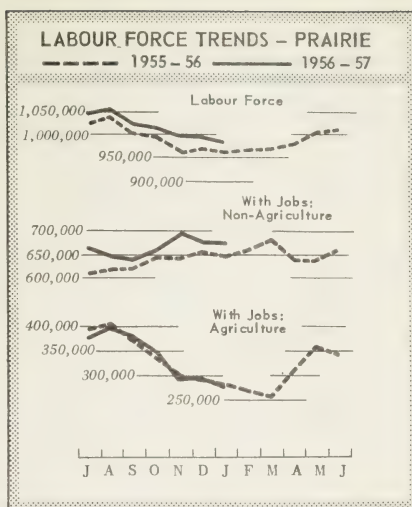
**Edmonton** (metropolitan). Remained in Group 2. The employment situation in this area remained very buoyant during January. The increase in unemployment was entirely seasonal and largely confined to unskilled construction workers. Construction was unusually active during the month despite very cold weather; almost all skilled tradesmen were reported to be working at least part time. All industries in the area recorded substantial year-to-year increases in employment.

**Winnipeg** (metropolitan). Remained in Group 2. Seasonal staff reductions in construction, manufacturing and retail trade caused a sizeable increase in unemployment. Construction employment continued to show a year-to-year decline and indications were that this gap would widen. Reduction of house-building was largely responsible for the lower level of construction during 1956 and there has been no evidence of strengthening in this sector during recent months. At the end of November the number of houses under construction was some 36 per cent lower than a year earlier.

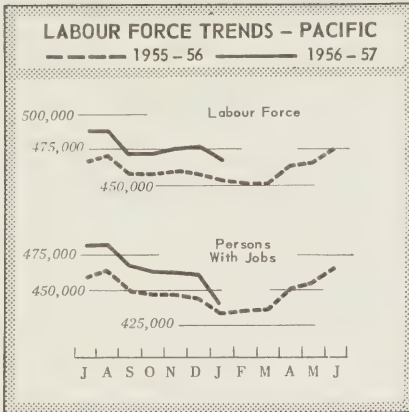
**Fort William-Port Arthur** (major industrial). Remained in Group 2. Apart from seasonal reductions in construction employment, very little change occurred in this area during January. Logging employment continued to show a year-to-year improvement, reflecting the increase in cutting quotas. As a result, pieceworkers were in strong demand during the month throughout the area.

**Dauphin, Lethbridge, Portage La Prairie and Yorkton** (major agricultural and minor). Reclassified from Group 2 to Group 1.

**Dawson Creek, Drumheller, Red Deer, Saskatoon and Weyburn** (major agricultural and minor). Reclassified from Group 3 to Group 2.



## PACIFIC



EMPLOYMENT in the Pacific region showed a further drop during January. By January 19, persons with jobs had decreased by 23,000 to 439,000, a level only 5,000 higher than a year before, after being about 20,000 higher during most of 1956. Registrations for employment at NES offices continued higher than last January. One contributing factor was the CPR strike, which forced temporary shutdowns in a number of plants, particularly interior sawmills that depend on rail transportation for supplies. Substantial

layoffs also occurred in the logging and construction industries as bad weather and reduced house-building curtailed employment more than usual for the time of year. Sawmills on the lower mainland were at a standstill late in the month when ice on the Fraser River prevented the movement of logs.

Herring fishing was halted by cold weather at the month's end but heavy catches until that time kept coastal fish processing plants busy. Mining remained fairly active, with some increase in coal production. Heavy steel plants were busy. Qualified office workers remained scarce and demand was fairly constant for skilled and unskilled female workers in the service trades. Vacancies increased in the professional and technical categories, particularly in the engineering field.

During the month, five areas were reclassified from the moderate to the substantial surplus category. At February 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in moderate surplus, 1 (5); in substantial surplus, 9 (5).

### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Reclassified from Group 2 to Group 1. Adverse weather and uncertain lumber markets delayed resumption of woods operations and reduced sawmill production. Despite a large volume of industrial construction, the decline in the housing sector resulted in a sizable surplus of construction labour. Machine shops, sheet metal plants and foundries remained fairly active. Garment manufacturers began rehiring for spring production.

**Victoria** (major industrial). Remained in Group 2. Sizable labour surpluses developed in the logging, construction and metal trades. Sawmills and plywood firms operated somewhat below normal. Shingle mills remained very slack. Layoffs were fairly general in metalworking shops as business dropped well below last year's record level. Employment in shipyards declined with the completion of contracts. On the whole, job opportunities were slight, though demands existed for seamen, clerical and sales personnel, draftsmen and engineers.

**Cranbrook, Kamloops, Prince Rupert and Trail-Nelson** (minor). Reclassified from Group 2 to Group 1.

# NOTES OF CURRENT INTEREST

## **Highlights Summarized Of Gordon Report**

The preliminary report of the Royal Commission on Canada's Economic Prospects was made public on January 10. Forecasts and recommendations of labour interest contained in the report are summarized below.

### **Forecasts**

Canada's population will increase in 25 years to 26,650,000 from the present 15,575,000.

Average hours of work per week in business will have decreased from 41.3 to 34.3 and in agriculture from 55.3 to 43.75 by 1980.

Proportion of men in the labour force to total population to drop by 2 per cent; proportion of women to increase by nearly 4 per cent.

Gross national product to increase roughly three times to \$76,000,000,000 by 1980.

Average Canadian to have about two-thirds again as much income in real terms for his own use.

Percentage of total labour force in agriculture to decline from 15 to 7 per cent, remain constant in resources industries, and increase considerably in service.

Proportion of population living in urban centres to increase to 80 per cent from 62 per cent in 1951.

Skilled labour shortage to become worse.

University enrolments to double within 10 years.

### **Recommendations**

Recommendations contained in the Gordon Commission's report include the following:—

Expand vocational training facilities; encourage greater amount of training in plants.

Advocate an increase in the pay differential between skilled and unskilled workers.

Raise standards of universities to among the highest in the world through deliberate and sustained effort.

Increase salaries of university teachers substantially.

Control wheat surpluses through establishment of annual marketing quotas by

Canadian Wheat Board; farmers to be paid for farm-held wheat within marketing quota.

Hold present tariff line but maintain continuing re-examination of tariffs to achieve simplicity and flexibility.

Provide economic aid for the Atlantic provinces on a broad scale.

Develop long-range plan for immigration.

Study federal subsidies as possible short-run solution of railways' difficulties, in lieu of increase in grain freight rates.

Employ an annual tax on automobiles and increase property taxes to meet municipal revenue needs.

Set up a separate body to administer federal price supports on agricultural products.

Require motorists to pay higher percentage of highway and street costs.

Increase fishing-fleet efficiency by capital investment, made either by the industry or through government help.

A more detailed summary of the preliminary report will be published in the March issue of the *LABOUR GAZETTE*.

## **Seven Million in Canada Have Hospital Insurance**

Some 7,000,000 Canadians at present have some insurance against hospital expenses, while 6,400,000 are insured against surgical expense and 5,400,000 have medical insurance, according to figures issued by the Canadian Life Insurance Officers' Association, and the All Canada Insurance Federation.

It was noted that voluntary coverage continued to rise during 1956. Not included in the foregoing figures are approximately 3,200,000 persons who are covered under tax-financed government hospital plans in some provinces.

At January 1, 1957, some 500,000 non-operating railway employees and dependents became covered under all three categories of insurance (L.G. Jan., p. 25), and these are not included in the figures, since it is not known how many of them were previously covered under other plans.

During the past six years, the number of Canadians having hospital insurance has increased by 50 per cent. Surgical insurance coverage has gone up 150 per cent, while medical coverage has increased by some 200 per cent.

## **Hospital Insurance Plan Proposed by Ontario**

Proposals for the setting up of a province-wide, universally available hospital care insurance plan were submitted to the Ontario Legislature by Premier Frost on January 29. The plan, which might be in operation by January 1, 1959, or sooner, will not go into effect until the federal Government agrees to participate.

The principal features of the plan are as follows:—

It will provide unlimited public ward care not now available in Ontario, and diagnostic services in hospital.

Certain out-patient services are included, and either simultaneously or at a later date diagnostic services may be made available to out-patients.

No limitation as to duration of stay in hospital, age or disability.

Benefits of the program are to be universally available to all residents of the province who have become eligible by the payment of a personal premium, and to all persons receiving public assistance from the Government of Ontario. For persons of the latter class the Government will pay the premiums. Premiums for all other insured persons will be collected from them by employers or through organized groups.

The cost of the plan, which it is estimated would cost \$160,000,000 if in operation now and which will cost about \$300,000,000 by 1960, will be met by premiums paid by or on behalf of insured persons, by provincial Government payments, by contributions from the municipalities in respect of a small part of the cost of service to indigent persons, and by payments from the federal Government—assuming that it agrees to participate.

With or without federal participation the plan will cover mental and tuberculosis patients.

The plan will be integrated with Blue Cross and all other private contracts, and will be operated either by the Blue Cross or by a new crown corporation. It will be administered by the Ontario Hospital Services Commission.

Participation by individuals will be voluntary at first, mandatory later at a time to be decided by the Ontario Hospital Services Commission.

## **Increase in Road Building Forecast in Ontario**

In addition to its proposals on a national health scheme (see above), the Speech from the Throne in the Ontario Legislature on January 29 made reference to the following:—

Substantial increases in grants to municipalities.

More aid in meeting education costs.

An extension of the polio vaccine program.

Mothers' allowances.

Increases in highway construction and the speeding up of the building of Highway No. 401.

Legislation to enable the Ontario Labour Relations Board to sit as panels will be studied.

Legislators will be asked to make amendments to the Act covering housing development.

In dealing with aid for education, it was noted that school population in the province was now at 1,100,000—an increase of 66 per cent in the last 10 years. This figure, it is estimated, will be doubled in the next 15 to 20 years.

Under the item on mothers' allowances, it was noted that steps are being taken to make available dental care and treatment to all Ontario children under 18 years who are sons or daughters of social assistance cases.

The Speech also forecast that the largest volume of highway work in the history of the province will be done, with emphasis on completion of Highway 401, from Windsor to the Quebec border.

## **Shortage of Engineers, Scientists "Alarming"**

Describing the current and prospective shortage of Canadian engineers and scientists as "alarming," an editorial in the January issue of *The Engineering Journal*, official publication of the Engineering Institute of Canada, says that "after years of talk no one has done anything of consequence that will improve the situation quickly".

### **Answer Hard to Find**

The editorial admits that a complete answer to the question is not easy to find, but adds that "surely there can be some long-distance thinking that will start a movement in the right direction".

University officials by themselves are almost powerless to do anything about it but are planning for immediate needs, the editorial says. They require more money, however. "There is some promise now that government and industry will help, but the needs appear to be away beyond any sums that are being mentioned as available shortly."

A survey of employers, the editorial continues, shows that the shortage is having adverse effects on production,

research and expansion. Out of more than 700 firms, 360 reported that their operations had suffered. The editorial gave figures of recent years and estimates up to 1965.

One of the best and quickest ways of dealing with the shortage, the editorial says, is to train more technicians, and it adds that much work that is done by professional workers could be done just as well by properly trained technicians—"but the supply of technicians is just as inadequate as is the supply of engineers".

### **Ontario Engineers Plan To Classify Technicians**

A plan to establish standards of qualification and a system of voluntary registration for engineering technicians was recently approved by the executive council of the Association of Professional Engineers of Ontario.

"At present most Canadian 'professional engineers' are holders of university degrees," says an article by Leslie Wilson describing the plan, in a recent issue of the *Financial Post*. "The designation 'technician' is applied to persons who assist engineers in technical functions without themselves possessing professional engineering qualifications."

#### **Easier to Climb**

While it is at present possible, the article continues, to pass from the status of technician to that of professional engineer by passing examinations set by the professional engineering associations, this is seldom done. It may take years of home study with little recognition until the examinations are passed. The new plan is designed to make it easier for technicians to climb to professional standing.

The plan calls for the establishment of four grades for technicians, based on educational qualifications and technical experience. Suggested qualifications for the four grades are given in the article as follows:—

Engineering Technician Grade 1—Grade 12 or equivalent (with the science and mathematics subjects of Grades 11 and 12), plus a year's experience in an approved engineering office.

Engineering Technician Grade 2—Grade 13 technical, or Advanced Technical Evening Class Certificate, or (British) Ordinary National Certificate, plus three to five years' practical experience.

Engineering Technician Grade 3—Qualification of Grade 2 plus evening school

or part-time instruction to the level of a two-year "Technical Institute course" plus three further years of practical experience. (Presumably appropriate technical institutes will be recognized by the Association.)

Engineering Technician Grade 4—Completion of two years at an engineering faculty; or diploma (three years) from the Ryerson Institute of Technology or equivalent; or (British) Higher National Certificate; or Engineering Technician Grade 3 qualifications plus "further instruction" to the level of the Association's intermediate examinations.

"One further effect of the plan," the article remarks, "will be to make it possible for persons with certain types of European engineering training to obtain recognition in Canada. Acceptance of British Ordinary and Higher National Certificates is part of this pattern."

### **1957 to See Completion Of Seaway's Major Jobs**

Heavy construction work on the St. Lawrence Power Project is expected to be completed by the end of this year, according to a progress report issued by the New York State Power Authority. This expectation is based on the supposition that progress during 1957 will be substantially at the 1956 rate.

Completion of the whole project is scheduled for 1959, and the St. Lawrence River between Montreal and Lake Ontario is expected to be open for 27-foot draft vessels at the beginning of the 1959 navigation season. Present plans call for the flooding of the power pool on July 1, 1958, with the first power being produced by September 1 of the same year.

Various sections of the American part of the project are half completed, the report says, and the same stage has been reached on the Canadian side (L.G. Jan., p. 21).

### **To Cover Fishermen by Unemployment Insurance**

The Minister of Labour announced in the House of Commons on February 4 that an unemployment insurance plan had been worked out covering all commercial fishermen, whether wage earners, working on shares or operating alone.

Contributions will commence April 1 and consideration of applications for benefit will begin January 1 next year.

## 50% of Firms Report Need for Professionals

A pamphlet entitled *Requirements For Professional Personnel 1956-58* has just been published by the Department of Labour in co-operation with the Unemployment Insurance Commission. This report is based on an analysis of returns obtained in a questionnaire survey of the requirements of professionally trained persons in Canada, conducted in June 1956 by the Economic and Research Branch of the Department.

The survey showed that 50 per cent of industrial employers reported shortages of professional personnel. The five effects of these shortages most frequently mentioned were curtailment of production and expansion plans, curtailment of development and research activity, over-loading of present personnel, potential shortage of future executives, and the necessity of filling positions with inadequately trained personnel.

Returns used in the analysis included 720 from industry; and unlike the preceding one made in 1954 this biennial survey also covered government departments and agencies, both federal and provincial, as well as universities and colleges. The organizations surveyed employed a total of 30,200 professional persons.

The professions covered include eight in engineering, five in the sciences and five under "Other Professions". Each profession is dealt with separately with reference to estimated requirements and recruitment difficulties.

"The results of the present biennial survey indicate a substantial increase in expected demand for engineers and scientists in the three years 1956, 1957 and 1958," the introduction to the pamphlet reports. "The need for an increasing number of professionally-qualified persons is characteristic of industrial firms, governments, and universities and colleges. The 1956 survey also reveals that the need for professional manpower is expected to be greater from 1956 to 1958 than it was from 1954 to 1956."

The increase in employment opportunities in industry for the engineering profession as a whole and for the scientific professions, the pamphlet goes on to say, is expected to average 12.2 per cent during 1956-58, compared with increases forecast in 1954 for the 1954-56 period of 7.6 and 9.2 for the engineering and scientific professions respectively.

"It is interesting to note, however," the pamphlet goes on to remark, "that while employers expect an increase in demand for professional personnel for each of the

three years 1956 to 1958, they indicate a declining rate of increase in demand for 1957 compared with 1956, and for 1958 compared with 1957. It is considered that the average for the three years is probably the more accurate estimate. One possible explanation for the declining rate of increase is that employers became more conservative in their estimates as the forecast period went farther into the future and became less certain."

Copies of the report may be obtained from the Queen's Printer, price 35 cents.

## Bulletin on Apprenticeship In Quebec is Published

The first of a series of bulletins on the many varied systems of apprenticeship and industrial training in effect in Canada, *The Quebec Answer to the Problem of Apprenticeship*, has just been issued by the Information Branch of the Department of Labour.

The bulletin describes the methods used in the province of Quebec under the three-way co-operation of management, labour and government, and gives some facts about private industrial apprenticeship plans.

The subject is covered under the following heads: introduction, apprenticeship in the building trades, training in the automotive repair trades, apprenticeship in the printing trades, apprentices in shoe manufacturing, ladies hairdressing and barbering, technical and specialized training, private apprenticeship in industry, and general observations and statistics.

In numbers of apprentices Quebec leads all the provinces, according to the bulletin. The 1955 Report of the Quebec Department of Labour is quoted as showing a total of 22,187 male and 7,277 female apprentices in various occupations during the fiscal year 1954-55. These figures do not include students in various vocational schools whose training might ultimately lead to apprenticeship.

"These figures are impressive," the bulletin continues, "but cannot be compared accurately with figures from the other provinces, except in the construction trades, because it appears evident that in Quebec learners in most occupations are generally regarded as apprentices until their learn-period is over."

In conclusion, however, the publication says: "A study of the foregoing tables listing nearly 30,000 various types of male and female apprentices indicates the strong emphasis on training in the province. When the more than 10,000 students taking vocational training in technical and other

schools are also considered, plus the many apprentices learning trades in the private apprenticeship plans of heavy industry, there is only one general conclusion to be drawn—the province of Quebec has become extremely conscious of the value of training.”

Announcing publication of the bulletin, Hon. Milton F. Gregg, Minister of Labour, explained that increasing interest in the subject of apprenticeship and industrial training had created a need for up-to-date information on current developments in the field. To assist in this, the Department of Labour planned to publish a series of bulletins on various aspects of the subject.

The bulletin is obtainable from the Information Branch of the Department of Labour, price 25 cents. Bulletin No. 2, on apprenticeship in Alberta, will be available shortly.

### ***Compulsory Retirement Said Cruel, Uneconomic***

Compulsory retirement at age 65, and employee benefit schemes were discussed by William M. Mercer, president of the Montreal firm of consulting actuaries and employee-benefit consultants that bears his name, in addressing the Montreal Personnel Association last month.

Mr. Mercer contends that compulsory retirement at a uniform age is cruel, un-Christian, uneconomic, irresponsible and selfish on the part of those who enforce it. “If it is allowed to go too far it could destroy our private enterprise system,” he believes.

Mr. Mercer favours retirement of individuals in their 60s, providing it is voluntary, but opposes retirement at any age if a man is still physically young and alert and wants to work. He noted that an individual might find it necessary to retire anywhere between the ages of 50 and 90.

He feels a pension plan should be founded on such an approach, which would give every man the right to retire at some specific age, often 65, but would not compel the man's retirement at that age if the employer could still use his services profitably. Such a plan derives tremendous profits from postponed retirement, and provide adequate pensions for those who must retire early.

Mr. Mercer suggested that from society's viewpoint, it was obvious that if everyone were to retire at 65 there would be one citizen living in idleness for every four working.

If retired persons were to live as well as those working, this would mean that one-fifth of every employed person's income would have to be taxed away to take care of the retired. He feels society is not prepared to pay such cost. He noted also that if all farmers in Canada who are past 65 quit work today, Canadians would starve.

Speaking on employee benefit plans, Mr. Mercer noted they include pension plans, profit-sharing plans, group life insurance, sick pay, supplementary unemployment benefit, medical and hospital plans, executive deferred compensation and the like. It also includes government underwritten plans—workmen's compensation and unemployment insurance are two important ones. He outlined reasons for the tremendous development in these plans:—

There is the progressive income tax. The value of welfare benefits provided by an employer is usually not taxed in the employee's hands, even though the employer can write off the cost, whereas if the employee buys the benefits himself he must do it out of income after tax.

The higher the employee's taxable income the greater is the attraction to him of receiving remuneration in the form of employee benefits.

When benefits are provided for a group of people they can be provided more economically; individuals can be covered in the group who could not otherwise be covered because they are uninsurable. No matter how prudent an individual worker may be, there is nothing he can do as an individual to protect his family if he suffers a disability which makes him uninsurable.

### ***Urges More Employment Of Older Women Workers***

A New York industrialist believes that more married women, and older single women, should be given an opportunity to work.

Alex Lewyt noted that in reports he receives on women working in three corporations, he found that married women and single women over 25 are more efficient than single women under 25 years of age. After 25, he notes, many unmarried women have settled into a pattern of life calling for careers, and this makes their employment desirable.

Married women, he declares, are not nearly as concerned with social life as are their single counterparts. Working wives have a tendency to consider their employment more seriously than single women under 25.

## **N.Y. Unionists Promise To Fight Discrimination**

Union leaders in New York state have promised the State Commission Against Discrimination that they will intervene directly where unions are accused of racial bias.

Assurance was given by 40 top unionists, attending a meeting of the Commission's advisory committee last month, of their readiness to step in to adjust charges that unions kept applicants out on racial grounds or indulged in other discriminatory practices.

Such charges had been made frequently against unions in the building and printing trades, but complainants had rarely come forward to press the charges through the investigative and hearing procedure set up by the Commission.

The intervention pledge was part of a program approved by the Labour Advisory Committee of the Commission.

The other points included:—

Participation in a series of labour-management conferences on regional and industry lines to isolate causes of discrimination and correct illegal practices.

A state-wide educational program in the aims of the anti-discrimination law, to be carried out through the labour press, the display of posters in factories and offices and talks at union meetings.

A study of the Commission's legislative program for this year, with a view to "making more effective the tools of the agency for carrying out the purposes of the law".

Distribution of questionnaires to every union in the state to ascertain how much progress has been made in wiping out bias in industrial hiring and promotion.

## **18 U.S. Railroads Pledge To End Discrimination**

The end of discriminatory employment practices has been pledged by 18 railways operating in the states of New York and New Jersey, the New York State Commission Against Discrimination announced recently. The pledges are called "the beginning of a real break", because although "there has been some striking progress", particularly on the Pennsylvania Railroad, both operating and clerical jobs have been "largely closed to Negroes".

The railways, claiming "substantial progress" in this matter, call attention to the anti-discrimination instructions in the hiring manuals of the New York Central and Pennsylvania Railroads. The carriers have agreed to give the Commission infor-

mation concerning their present hiring practices and to work out the details of a more complete study that would embrace every job category in their operating system.

## **UAW to Bargain Twice, For Skilled and Unskilled**

A new departure in collective bargaining has been initiated by the United Automobile Workers which will mean two sets of demands, two sets of negotiations, and two contracts—one for the skilled workers in the union and another for the unskilled workers. The new policy, devised recently at a national union conference in Chicago, is described in an article entitled, "To Prevent Revolt, UAW Takes New Tack", published in *Business Week*, December 22, 1956.

The change in policy, the article says, has been forced upon the union by a bitter antagonism which has been growing within its ranks, and which if not dealt with might split the whole organization. This division is between the skilled and the unskilled workers in the union.

The two principal causes of division between the two groups are stated in the article to be:—

Since the war cyclical layoffs have almost ceased to affect the skilled employees, but have become increasingly severe in their effects on production workers.

The differential between skilled and unskilled wage rates, which was once 50 per cent, has been reduced, according to some estimates, to 35 per cent during the same period.

The reduction in this differential, according to the article, has lessened the skilled men's pride of position as well as affecting their relative earnings, and has become a sore point with the journeymen. It was the union's 1955 bargaining emphasis on the guaranteed annual wage, however, which brought to the front the difference between the two groups in the matter of stability of employment.

Although the skilled workers had been as much in favour of the GAW as the unskilled employees when the idea was first decided on as a prime goal in the 1955 negotiations, according to the article, after the contracts had been agreed upon they soon realized that they were helping to pay for the supplemental unemployment insurance plan by having to accept comparatively small wage increases, while they stood to gain little benefit from it themselves. The result was that the skilled men struck even while the contracts at Ford and

GM were being ratified, and it was all the union could do to get them back to their jobs.

Since then the skilled men have not ceased to demand separate bargaining rights. Although the union executive at first opposed this as contrary to the spirit and constitution of the union, it now appears, the article says, to have changed its mind.

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### ***Vesting in Pension Plans Subject of New Booklet***

On the whole, vesting of employer contributions in pension plans appears to be highly desirable and thoroughly practical; but unconditional vesting of any type seems both unwise and generally impractical, encouraging labour turnover and undermining the security aspect of pension planning.

These are two of the "tentative conclusions" reached in a study conducted by the Department of Industrial Relations of Queen's University, the results of which have been published in Bulletin No. 14, "Vesting of Employer Contributions Under Industrial Retirement Plans".

The study began in the late summer of 1956, and is therefore more recent than the surveys which were the basis of four articles on industrial pension plans in Canada, published in issues of the *LABOUR GAZETTE* of April and September 1954, and January and July 1955. These articles, which were prepared by the Economics and Research Branch of the Department of Labour, were later published together in a reprint.

The Queen's University's survey was based on replies received from 126 companies, of which 107 supplied details of their plans, five sent inadequate data, and 14 had no pension plans. A list of the companies which participated in the survey is given at the end of the booklet. The study covers some 500,000 employees in Canadian industry.

The sample was intended to be confined to plans covering hourly-rated employees, but it is stated that a number of salaried employees are bound to have been included in the sample in plans covering all the employees in particular concerns.

The report is divided into four parts: Current Practices in Vesting, Advantages and Disadvantages of Vesting, A New Look at Vesting, and Conclusion.

There are tables on the extent of vesting, limitations upon vesting of employer contributions, vesting of employer contributions upon early retirement, vesting of employer contributions in the event of

total incapacity, vesting of employer contributions upon the death of an employee, and vesting of employer contributions upon the death of a pensioner.

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### ***14 Million U.S. Workers Covered by Pension Plans***

At the end of 1956 there were about 23,000 pension plans in effect in the United States which had qualified for tax exemption under Treasury regulations. Latest figures show that some 14,000,000 workers were then under some form of pension plan, representing a gain of 150 per cent in the last ten years.

In non-negotiated plans there was an increased tendency during the year to make an employee's pension commensurate with his earnings during his last years of service rather than with his average earnings during his whole working life. In negotiated plans the tendency was towards giving an increase in the flat amount of pension per year of service, and eliminating the Social Security offset.

Negotiated plans, also called pattern plans, are those that have been set up as a result of bargaining between unions and employers. The full cost is usually paid by the employer and the pension is a flat amount. Non-negotiated plans, also called conventional plans, on the other hand, provide pensions that vary with length of service and with the employee's earnings.

Vesting became more common during 1956, especially in negotiated plans. Vesting is an arrangement which gives an employee a right under a plan after a certain period of service and at a certain age. There was also a continuation of the trend away from contributory plans and towards non-contributory plans.

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### ***Houses Completed in 1956 Set Record; Starts Fall***

Completions of new residential units in 1956 topped all previous years, rising 6 per cent over the previous peak in 1955, according to advance estimates by the Dominion Bureau of Statistics. Starts were down 8 per cent from 1955's record number and units in various stages of construction at year's end dropped nearly 14 per cent.

Number of units completed in 1956 climbed to 135,700 from 127,929 in 1955 and 101,965 in 1954. Starts fell to 127,311 from 138,276 but were substantially above 1954's total of 113,527. Still under construction at the close of the year were 68,579 units, substantially below 1955's year-end total of 79,339 but slightly above 1954's 68,641 units.

## **Many Appointments Made Of Interest to Labour**

Several recent appointments to government boards and commissions, both federal and provincial, are of interest to Labour, as are the retirement of a vice-president of the Canadian National Railways and two appointments made by the Canadian Labour Congress.

Robert J. Tallon has been re-appointed a Commissioner of the Unemployment Insurance Commission for a one-year term, effective December 31 last.

Miss Ruth Elizabeth Addison of Ottawa has been appointed a Civil Service Commissioner, effective the first of this month.

Seven members and seven alternates have been named to the Vocational Training Advisory Council for the period expiring December 1, 1959. They are:—

W. F. McMullen, Canadian Manufacturers' Association, representing employers, and alternate, L. M. Schram, also CMA.

Norman S. Dowd, Canadian Labour Congress, representing organized labour, and alternate, A. L. Hepworth of the Canadian Brotherhood of Railway Employees.

E. K. Ford, Director of Vocational Education, Nova Scotia, representing that province, and alternate, W. D. Mills, Assistant Director of Vocational Education.

T. D. Anderson, Dominion Secretary, Canadian Legion, representing veterans, and alternate, Dr. Robert Westwater.

J. W. McNutt, Director of Vocational Education, New Brunswick, representing that province, and alternate, Dr. F. E. McDiarmid, Director and Chief Superintendent, N.B. Department of Education.

J. A. Doyle, Director of Technical Education, Saskatchewan, representing that province, and alternate, W. W. Sharp of the Saskatchewan Department of Education.

J. A. Ferguson, Canadian Federation of Agriculture, representing agriculture, and alternate, David Kirk, Secretary of the Canadian Federation of Agriculture.

In Quebec, Dr. Bertrand Bellemare of Quebec City has been named a member of the province's Workmen's Compensation Board, succeeding Philippe Monette, who retired because of illness, and Donat A. Bisson has been named to the Board to succeed the late Arthur Foster.

R. C. Johnston, CNR Assistant Vice-president of Operations since 1951, who still retains his membership in the Order of Railway Telegraphers, retired on January 31, after 50 years of railroad service.

Mr. Johnston is perhaps best known for his work in labour relations. He began his career in the CNR as station assistant at Novar, Ont., and gradually worked his way up through the system to his vice-presidential post.

Appointment of Kalmen Kaplansky of Montreal as Director of International Affairs for the Canadian Labour Congress was announced last month. Mr. Kaplansky is now National Director of the Jewish Labour Committee and has been active in organizing human rights programs in many parts of Canada. He is a member of the International Typographical Union.

Mr. Kaplansky is associate secretary of the CLC's Committee on Human Rights and has represented the Congress on the Canadian Welfare Council's Committee on Hungarian Refugees.

The CLC also announced the appointment of Paul Malles of Montreal as Executive Assistant to C. H. Millard, Organizational Director of the International Confederation of Free Trade Unions. Mr. Malles is a writer on economic and labour affairs with the CBC International Service and will go to the Brussels headquarters of the ICFTU on leave of absence from the CBC.

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## **Book on Wage Structure Has Canadian Chapter**

A new book, *The Evolution of Wage Structure*, by Lloyd G. Reynolds and Cynthia H. Taft, published by Yale University Press, contains a chapter on wage structure in Canada.

The first part of the chapter deals with the influence on wage determination of geography, trade unionism and collective bargaining, and government action. Nearly all the rest of the chapter is devoted to the "Evolution of the National Wage Structure," which is discussed under the following heads: The Economic Context, Occupational Differentials, Interindustry Differentials, Regional Differentials, and Other Types of Differentials.

Other countries whose national wage structure is studied include France, Sweden, Great Britain, and the United States. These studies, with a concluding chapter on The Dynamics of Wage Structure, make up Part 2 of the book.

Part 1, under the heading "Trade Unionism and Wage Structure in the United States," includes chapters on Railroad Transportation, Iron and Steel, Cotton Textiles, Pulp and Paper, and The Impact of Unionism on Wage Structure.

## **New Owners Not Obligated To Bargain, OLRB Rules**

In three recent decisions the Ontario Labour Relations Board ruled that successor employers are not obliged to bargain with the unions that represented the employees under the former ownership. Dissenting votes were cast by two members of the five-man board, which was under the chairmanship of Jacob Finkleman.

The three cases concerned are: the New Method Laundry and Dry Cleaners and the Thunder Bay General Workers Union, Local 314; Drake Hotel, Toronto, and Local 280, International Beverage Dispensers and Bartenders Union; and Gordon Wright Electrical, Ltd., Niagara Falls, and Local 1656, International Brotherhood of Electrical Workers.

Applications for conciliation services in the last two cases were dismissed, and application for permission to prosecute for failure to bargain in good faith was denied in the first case.

The majority decision ruled that there is no legal obligation on an employer to bargain unless and until a trade union has been certified as bargaining agent for his employees in an appropriate bargaining unit, or unless and until he has recognized the union and has entered into a collective agreement with that union and the negotiations relate to the renewal of that agreement.

In a written minority report, G. Russell Harvey and D. B. Archer said:—

"The decision of the majority places a serious limitation on the value of certification and established bargaining rights." The decision would provide the legal means "which will enable an employer at a time of corporate re-organization to wipe out unilaterally employees' rights... which have been contractually established in many cases over long periods of time," they added.

## **4 More Merged Councils, UMW Group Founded**

Four district labour councils of the CLC, three in Ontario and one in New Brunswick, have been established through merger of former TLC and CCL councils. An independent labour council of United Mine Worker locals in Nova Scotia was also set up last month.

The new CLC councils are:—

The Brantford Labour Council, embracing the former Brantford Trades and Labour Council and the Brantford-Paris District Labour Council.

Sarnia Labour Council, uniting the Sarnia Trades and Labour Council and the Sarnia and District Labour Council.

Stratford and District Labour Council, merging the Stratford Trades and Labour Council and the Stratford and District Labour Council (CCL).

Moncton and District Labour Council, fusing the Moncton Trades and Labour Council and the Moncton Labour Council.

The UMW council, called the Cape Breton Miners Unity Council, is patterned after the Cape Breton Labour Council (CLC), and embodies locals at New Waterford and Caledonia, once members of the CLC council.

## **Grant to Colombo Plan Again to be \$34.4 Million**

Subject to Parliamentary approval, the Canadian contribution under the Colombo Plan in 1957-58 will be \$34,400,000, it was announced in Wellington, New Zealand, by Health Minister Paul Martin.

In the latest report of the Colombo Plan Council for Technical Co-operation, it is recorded that Canada has provided 101 experts and training facilities for 504 persons in south and southeast Asian countries, in a march of continued progress.

Financially, by March 31, 1958, Canada will have contributed \$198,800,000 under the Colombo Plan.

In addition to the foregoing, Canada will contribute \$1,800,000 in 1957 through the United Nations Expanded Program of Technical Assistance.

## **First CLRB Chairman Has Died at 73 Years**

A wartime head of the National Wartime Labour Relations Board and the first chairman of the Canada Labour Relations Board, Chief Justice George G. O'Connor of the Alberta Supreme Court died in Edmonton January 13. He was 73 years of age.

Chief Justice O'Connor served as chairman of the National Wartime Labour Relations Board for 14 months.

When the federal Government reverted to a narrower field of labour relations in 1948, he was appointed first chairman of the new Canada Labour Relations Board.

Chief Justice O'Connor left the Board in 1953 when he found his judicial duties were taking up too much of his time.

He was appointed Chief Justice of the Alberta Supreme Court's Appellate Division in 1950 after nine years in the Trial Division.

# **Federations Submit Briefs to Provincial Cabinets**

## **Alberta Federation of Labour**

A request that "union shop" conditions be permitted in Alberta businesses when approved by 66 per cent of the employees was included in a brief presented to the provincial Cabinet in December by the newly-formed Alberta Federation of Labour.

The union shop request noted that "penalties have been placed into the Alberta Labour Act . . . against trade unions" and that "it is, in our opinion, about time that some provisions were incorporated into the Act to give unions some measure of security."

With the increased progress being made in automation, the brief said, the maximum hours of work should be reduced from the present 44 in six days to 40 in five days with the same take-home pay.

The federation asked that the minimum wage be raised from the present 75 cents an hour to \$1 an hour.

Among other requests was one asking that the provincial Government separate the Department of Industry and Labour into two ministries.

The brief also said more inspectors are needed to administer the Alberta Labour Act.

The Federation said Alberta got along for many years without provisions in the Labour Act for the suspension of a bargaining agent's certification. Under these provisions incorporated in the Act in amendments passed in 1954, "certain employers can and are intimidating their employees in hopes of achieving certification suspension," it charged, urging that all provisions dealing with suspension of a certification be deleted from the Act.

The brief, asserting that the Alberta Labour Act does not apply too well within

the construction industry, urged that a separate section of the Act be implemented to govern collective bargaining within that industry. The Federation recommended that a special conference be called with the bargaining agents and the employers of the construction industry to formulate conditions to govern collective bargaining in the industry.

The Federation, referring to a recent request by management spokesmen that secondary boycotting and informative picketing be outlawed, expressed opposition to such a measure.

The AFL also requested legislation providing for two weeks' vacation with pay after one year's employment and three weeks after five years, an increase in workmen's compensation to 100 per cent of an injured worker's earnings, and an increase in benefits to apprentices.

The Federation asked the province to take a more active part in establishing co-operation between provincial and federal governments for establishment of a national health insurance scheme, to enact equal pay and fair employment and fair accommodation practices laws, to extend the Labour Act to some classes of provincial government employees, and to enact legislation prohibiting truckers from driving for more than 10 hours without a rest period.

The brief protested conditions in Alberta lumber camps and urged that all camps be registered with the provincial health department, that camps be inspected once a month by a health officer and that regulations governing camps be revised to require standards as high as those in British Columbia.

## **British Columbia Federation of Labour**

Legislation for a 40-hour work week and a minimum wage of \$1.25 an hour was sought last month by the recently merged British Columbia Federation of Labour in its first annual brief to the provincial Government. The Federation has a membership of approximately 100,000.

The brief was presented by a delegation headed by Federation President William Black.

The maintenance of a "minimum standard of living necessary to health, efficiency and general well-being of workers" was a necessity, the brief stated.

Among its requests, the Federation urged that the employees of the British Columbia Government be given the right to bargain collectively.

The case of hospital employees who were unable to win wage increases because of a hospital cost freeze imposed in 1953 was also taken up in the brief.

The brief called for an increase in workmen's compensation from 75 per cent to 100 per cent of wages, asked for representation on an advisory council to work for improvements in the province's hospital insurance scheme, and urged the Govern-

ment to take a lead in setting up a general health plan in anticipation of a national plan by the federal Government.

The Federation expressed alarm over the Government's natural resources policies, which, if continued, the brief said, would "limit our future to exporters of raw materials to other manufacturing countries". It urged the development of manufacturing plants to process the province's own raw materials.

The brief backed requests from the International Woodworkers of America for government control of forest management and supervision of cutting methods.

It requested public ownership of public utilities, provided workers' bargaining rights were protected, and called specifically for the B.C. Power Corporation to be taken over by the provincial Government.

## **Manitoba Federation of Labour**

Health insurance, housing, increased old age pensions, seasonal unemployment, changes in the Manitoba Highway Traffic Act, crop insurance, a judicial inquiry into all aspects of workmen's compensation, and the increasing burden that education is placing on municipal finances were the main questions dealt with in a memorandum presented last month to the Government of Manitoba by the Manitoba Federation of Labour.

The provincial Government was urged to give effect to the plan of the federal Government for a national health scheme. "We are firmly convinced that only a national scheme of health insurance, administered by the state on behalf of the people, can effectively meet the health needs of the people and render the range of services required in the society of our time," the memorandum said.

Strong opposition was expressed towards the provincial Government's proposal for what was referred to as "Disaster Hospital Insurance" without diagnostic service, under the terms of which each person would pay his own hospital costs up to an amount equivalent to 10 per cent of his annual earnings.

The Government was urged to add at least another 10 per cent to the 10 per cent of the cost of construction of housing for older people which it had already agreed to contribute.

A second proposal of the Federation was that Section 6(1) of the National Housing Act should be amended "and if necessary the Municipal Act and city charters, to

Other requests were for:—

Control applications for court injunctions halting strikes.

"Tightening" of the Equal Pay Act and heavier penalties for infractions.

Enforcement of a union shop in plants where employees vote for it.

Compulsory payment for statutory holidays for all workers.

Granting of overtime permits to employers only when the union agrees.

Enforcement of sanitary regulations in B.C. industrial camps.

A stepped-up campaign to relieve winter unemployment.

Low-cost houses, a government auto insurance scheme, establishment of junior colleges and financial aid for university students were also sought.

permit the provincial Government and the municipalities to proceed with a slum clearance, low rental, subsidized housing or other program without submitting same to a vote of the ratepayers".

The memorandum requested the Government to provide "a supplementary allowance to old age pensioners of at least \$20 a month.

"We must not only have enough jobs, and the right kind of jobs, and in the right places, but we must have them at the right time," the memorandum said in declaring that "we must reduce seasonal unemployment to a minimum".

The Federation welcomed what had been done by the National Employment Committee and the Department of Labour to bring about a reduction in seasonal unemployment, but it urged upon the Government "the advisability of taking immediate action together with those mainly concerned with and affected by seasonal employment, for the purpose of making plans and working out a program of action which will reduce unemployment in winter months to the lowest possible level".

Amendment of the Manitoba Highway Traffic Act was urged to provide for the issuance of separate licences for commercial and non-commercial driving in place of the present chauffeur's licence. "The reason for this request," the Federation explained, "is that a driver holding a commercial licence, having an infraction of the Highway Traffic Act while operating a privately owned motor vehicle during off-duty hours, is assessed against his

general driving record; a result which in effect denies commercial drivers the right to carry on their normal duties of employment."

The Federation complained that the practice of sending out work to be done at home was widespread in the garment industry, and that this was "a throw-back to the sweatshop conditions of the early days of the textile industry". It held that the one-man commission which had been appointed to investigate the matter had done "a superficial job of assessing the extent to which this practice is undermining the industry" and requested the Government to set up an inquiry, in which government, labour and management would be represented, to investigate the matter further.

On crop insurance the Federation recommended that the Government give consideration to, and take the initiative in formulating, and putting into practical effect (in co-operation with the other prairie governments), a plan of insurance for farmers in the prairie region which will provide a measure of protection against the hazards of nature and the vagaries of the market."

The Federation requested the Government to establish a one-man commission to inquire "into all phases of workmen's compensation".

A new school grant formula which would ensure that no municipality would have its present school grant reduced, the assumption by the Government of a large share of the cost of construction of new schools in all municipalities, and of a larger share of the costs of operation, were advocated by the Federation as measures to relieve the municipalities of part of the burden of providing and maintaining schools in the province.

The memorandum expressed opposition to any form of sales tax to finance education. "Income tax, graduated in accordance with income and family responsibilities, is the most fair method of obtaining such revenue," the Federation asserted.

The Federation also urged the Government to:—

Establish a revolving student loan fund of \$1,000,000 from which eligible students could obtain interest-free loans to finance their studies at institutions of higher learning.

Require installation of automatic warning signals at all level railway crossings.

Appoint a full-time Minister of Labour.

Re-establish the Barbers' Board which ceased to function in 1947, since which time

"conditions in the barbering industry have deteriorated".

Require all workmen engaged in plumbing, steamfitting, etc., to pass an examination before being allowed to perform such work in the province, and issue licences after such examination.

Maintain the Fair Wage Act without change.

Enact legislation to forbid the issuing of injunctions in labour disputes.

In addition to the written submission certain recommendations were made orally. The subjects thus raised were:—

The position of employees of crown companies who have union agreements with their employers.

The propriety of having the Deputy Minister of Labour acting as Chairman of the Labour Board.

Amendments to the Shops Regulation Act, to improve hours of work of employees in retail establishments.

A lengthy discussion—it lasted 3½ hours—followed the reading of the memorandum.

Premier D. L. Campbell said he was in favour of giving a greater measure of "home rule" to the City of Winnipeg but was opposed to the participation of the province in any subsidized housing plan.

J. B. Graham of the Carpenters' union opposed suggested changes in the Fair Wage Act. He said that under the Act as it now stood the most harmonious relations had prevailed between employers and employees in the construction industry, and he asserted that the proposed amendments would kill the industry.

Andrew Milne of the Plumbers' and Steamfitters' union, speaking in favour of compulsory certification of all journeymen in his union's trades, complained that although apprentices in the industry were expected to put in five years in learning the trade, and older men were prevented from taking the apprenticeship training, men could come into the province, represent themselves to be plumbers, and get jobs with non-union employers without anyone's being able to challenge their competence.

The Government agreed to make another inquiry into "sweatshop conditions" in the fur and clothing industry.

The memorandum was presented by Joseph "Jimmy" James, Federation President; Peter McSheffrey, Secretary-Treasurer; and Vice-presidents R. W. Slocombe, H. Schellenberg, Michael Sedik, G. Lawrence Taylor and James Nichols.

In addition to Premier D. L. Campbell, the following members of the Cabinet were

present when the submission was made: Hon. C. E. Greenlay, Minister of Labour; Hon. W. Miller, Minister of Education; Hon. Robert Bend, Minister of Health and

Welfare; Hon. M. Hryhorczuk, Attorney General; Hon. F. Bell, Minister of Public Works; and Hon. F. L. Jobin, Minister of Mines and Resources.

## **Nova Scotia Federation of Labour**

The importance of developing and expanding industry was the major theme of the brief presented by the new Nova Scotia Federation of Labour (CLC) last month to the provincial Cabinet.

Chief among the brief's recommendations were:—

1. A government program of industrial development, with priority to areas that have suffered dislocation of industry.

2. Expansion and diversification of the steel industry, to produce sizes and shapes not now rolled in Canada, to supply types needed by provincial industry and increase the market for coal, limestone and iron ore.

3. Assistance to shipbuilding through representation to Ottawa for construction of a Canadian merchant fleet, encouragement of other construction and protecting legislation.

4. Exertion of every government effort to have the freight rate structure changed to allow Nova Scotia products to compete in central markets and further bolster the desired industrial development.

5. Increase of royalties on gypsum and other raw materials shipped out of the province for processing elsewhere, to encourage such processing within the province.

6. Continued assistance to the fishing and fish processing industries and a campaign to promote greater consumption of fish.

Other recommendations contained in the brief were that the province co-operate in present federal planning on national health insurance, establish a crown company to handle automobile insurance, adopt various measures to improve the lot of pensioners and those receiving workmen's compensation, and take further steps to relieve the provinces' housing shortage. Several changes in the Trade Union Act, chiefly relating to certification procedures, were urged.

In support of its request for a government program of industrial development with special priority given to areas that have suffered industrial dislocation, the Federation said: "The feeling of organized labour and indeed of the majority of Nova Scotians is that we are wasting a vast amount of our natural wealth in exporting our raw materials. These raw materials in a great many cases return to us in the

form of finished manufactured articles for which we must pay a very high price.

"We must be concerned with the expansion of our existing industries as well as the bringing in of new industries, if we are to move ahead with the rest of Canada," the brief added.

Labour, the brief said, was concerned with the fact that while steel operations in other parts of Canada and in the United States were pushing ahead rapidly, the industry in Nova Scotia, one of the basic industries in the province, was concentrating on improvement of some existing facilities and disposal of equipment considered less productive.

Diversification of the steel operation, too, was necessary, the brief said, to provide for manufacture of steel plates of many sizes and shapes not now produced in Canada.

"We believe an expansion and diversification of the steel industry could provide a boost to our economy by providing an increased market for Maritime products such as coal, limestone and iron ore, while in turn supplying other industries with products such as steel plate, which is periodically in short supply and thus hampers the shipbuilding and repair industry of this province," the Federation declared.

The brief also asked the Government to investigate the possibility of having the Canadian National Railways place its orders with Trenton Industries Limited in such a way that employment might be stabilized throughout the year. This industry, which produces railroad rolling stock and equipment, has been plagued by violent fluctuations of demand for its products, the brief said.

The brief asked the provincial Government to approach the federal Government and the Canadian Maritime Commission to ask construction of a Canadian fleet of competitive cargo and passenger ships and also to encourage building of fishing craft by supplementing present federal subsidies.

A crisis in Canadian shipbuilding had been prevented during the last five years, the brief said, by a naval shipbuilding program. But, it added, "many people are asking the question why Canada should bear the expense of a large naval fleet to

protect foreign shipping while permitting the Canadian merchant marine to decline."

To further assist the shipbuilding and shipping industries, the brief asked for enactment of legislative protection as found in other maritime nations and adoption of a wide trade policy with other countries. It also urged the provincial Government to indicate to the federal Government that Canada's coastal trade should be confined to Canada-built ships and to insist that any vessels built with the assistance of provincial funds be constructed and repaired in Nova Scotia shipyards.

The issue of freight rates was of one which affected the entire question of industrial development, the labour delegation said. The brief asked the Government to make every effort to have relieved the heavy financial burden caused by existing rates. With a realistic freight rate structure "we could compete on an equitable basis in central Canadian markets," Federation President Ben O'Neill said.

The brief stated that although Labour did not consider present federal plans met its goal of adequate medical care for all, it was a step in the right direction and urged the provincial Government to co-operate and to provide leadership in bringing about a truly national health scheme.

A requested change in the Workmen's Compensation Act would provide that an injured worker be maintained on full compensation until he had found suitable employment or it had been found for him. It was explained that, in some cases, a worker whose injury had healed but who, as a result of his injury, was unable to do his former work, could not collect either compensation or unemployment insurance.

Other changes asked would delete the present five-day qualifying period, provide payment for actual wages lost and would bring workers, widows and dependents under the old rates up to the level of the present rates and make them eligible for any future increases.

Features of the Trade Union Act were badly in need of revision, the brief said, so that they did not "shackle and frustrate the legitimate activity" of unions. It asked, among other requests, for broadening of the meaning of the term "employee" so as to allow any worker who so desired to become a union member. As examples, the brief mentioned policemen, inshore and trawler fishermen, nurses, mine shot firers, teachers and workers who were laid off because of seasonal shortages and who ordinarily would be hired again when work recommenced.

The brief asked for mandatory certification where a union could prove that a minimum of 50 per cent plus one of the employees were members in good standing.

In the field of social legislation, the brief requested an increase in the Mother's Allowance to \$100 per month, that the age limit for old age pensions be reduced to 65 years for men and 60 years for women, without a means test, and that the pension be increased to \$65 per month.

A recommendation for legislation for two weeks' vacation with pay after a year's service was made. Nova Scotia, Prince Edward Island and Newfoundland were the only provinces not having such a law, the Federation stated.

Other recommendations called for the establishment of a vocational high school in Cape Breton County, the appointment of a union representative to the Dominion Coal Board, an adequate minimum wage act for men and upward revision of the Minimum Wage Act for women, an act to prevent discrimination against older employees, freedom for fishermen to join the union of their choice and recognition of chiropractors under the Workmen's Compensation Act.

Ben O'Neill, President of the Federation, and Hugh MacLeod, Secretary-Treasurer, headed the 40-man delegation which presented the brief.

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## ***Proceedings of Parliament of Labour Interest***

### **Speech from the Throne**

**January 8**

*Grants to Universities:* Notice was given that Parliament will be asked to approve a further grant of money to the Canada Council, to be distributed by it for the purpose of assisting Canadian universities

in some of their necessary construction projects. It will be asked also to approve the doubling of the annual grants to universities and the payment of these funds to the National Conference of Canadian Universities for division by it among the recognized institutions of higher learning.

*Vocational Training:* A measure will be introduced to provide for renewing on a revised and increased basis the federal program of grants to provincial governments in aid of technical and vocational training.

*Merchant Seamen Compensation Act:* Amendments will be introduced making "appropriate improvements" in the scale of benefits to disabled seamen and the dependents of deceased seamen.

The Speech commented on the present inflationary tendencies as follows:

Indeed our economic expansion has been so rapid that it has put a serious strain upon the supply of various types of labour and materials needed for the many projects which are being put in hand. The corresponding competition to borrow savings to finance all these projects has brought about an increase in interest rates. Increases in volume of money and credit have had to be carefully limited in order to check inflationary tendencies and the financial policies of my Government have also been directed to counteract these same tendencies.

There was reference to the Canadian Pacific Railway dispute over the retention of firemen on diesel engines:

In the last few days a serious industrial dispute has led to a stoppage of work on one of the major railways of Canada despite the use of the normal processes of conciliation. Special efforts have been made and are continuing to be made by my ministers to assist the parties to reach an agreed settlement.

## CPR Firemen's Strike\*

January 9

The Hon. Milton F. Gregg, Minister of Labour, tabled copies of the conciliation board's majority and minority reports (see page 177) and a factual report covering the background of the dispute up to January 8.

It was suggested by M. J. Coldwell, Leader of the CCF Party, that both parties to the dispute should be requested to recommence railway operations immediately on the basis previously existing, without prejudice to the rights of either side. The CPR employees, he said, have already indicated their willingness to do so but so far the CPR management has refused. If this refusal is continued the federal Government should appoint a controller to take over temporary management of the railway and direct immediate resumption of operations while further negotiations are pending, he argued.

He suggested that because the principal issue involved in the strike—management's desire to cease employing firemen

on diesels in freight and yard services—concerned a question of safety, the matter should be investigated "by an impartial board of inquiry comprised of experts and technicians".

Solon E. Low, Leader of the Social Credit Party, stated the matter should be referred to a commission for study, such commission to investigate as quickly as possible every angle of the situation.

January 10

In reply to questions put by the Leader of the Opposition concerning the setting-up and composition of an investigating board, the Prime Minister said that under the provisions of the Railway Act it could be the Board of Transport Commissioners or, under the Industrial Disputes and Investigation Act, it could be a board constituted by the Minister of Labour. There is also the General Inquiries Act, under which a royal commission could be set up, he added.

"What is being pressed by us," said Mr. St. Laurent, "is something that will be apt to be accepted without compulsion being resorted to."

To a further question as to whether the decision would be final, the Prime Minister replied:

There will not be any agreement accepted by the union of a contractual obligation to accept the decision, but Canadian citizens usually accept what properly constituted authority determines to be the right kind of law for the land.

January 11

An end to the strike was announced by the Prime Minister.

A proposal had been agreed to by both parties, he said, whereby a commission consisting of three judges will be set up to study the matter and report not later than October 1, 1957. Transportation services, stated the Prime Minister, would be resumed forthwith.

January 17

The Prime Minister announced that a Royal Commission had been appointed to inquire into and report upon the unresolved issues in the dispute.

## Inflation

January 9

In an effort to halt inflation, Solon E. Low, Leader of the Social Credit Party, urged the early appointment of a national finance and economic commission, answerable directly to Parliament.

\*See page 159.

## Gordon Commission Report

January 10

The Gordon Commission Report on Canada's Economic Prospects over the next 25 years was tabled in the House of Commons. (Major recommendations are given in brief on p. 129).

## Canada Council

January 10

The Prime Minister moved that the House go into committee at the next sitting to consider a measure providing for the establishment of a Canada Council for the encouragement of the arts, humanities and social sciences, and further to provide *inter alia* that:

(a) the Minister of Finance may, out of the consolidated revenue fund, pay to the council the sum of fifty million dollars to constitute an endowment fund for the purposes of the act, and

(b) the council shall establish a fund to be called the university capital grants fund, to which shall be credited the sum of fifty million dollars, to be paid to the council by the Minister of Finance out of the consolidated revenue fund.

## Civil Service Commission

January 10

Appointment to the vacant post on the Civil Service Commission "will be made in due course" Mrs. Ellen L. Fairclough (PC, Hamilton-West) was told by Hon. Roch Pinard, Secretary of State, when she inquired as to progress made.\*

## The Older Worker

January 10

A plea for equal employment opportunities for older workers was made by Robert Cauchon (L., Beauharnois-Salaberry). Workers over 40, he said, are most frequently the sufferers when production methods change.

Mr. Cauchon made the following recommendations:

1. That the Department of Labour should begin a study of the Massachusetts Commission against Discrimination with a view to setting up a similar commission in Canada.

2. That the Department should also consider amending the national Unemployment Insurance Act to enable the worker to change employment without loss of his rights in a pension plan....

"I believe it is industry's and government's joint responsibility, in recognition of the innate dignity of the human soul,

to provide employment for each worker during the years he is employable and to assure him of a pension sufficient to free him from want in his old age," Mr. Cauchon declared.

## Retirement Age

January 10

"Automatic retirement at 65 does not make sense in the light of our present knowledge of the differing capacities of people at various ages," S. C. Balcom (L., Halifax) stated. He requested that hourly-paid and prevailing-rate employees aged 65 to 70 who are capable of work be retained in 1957.

## Annual Vacations and Statutory Holidays with Pay for Employees

January 10

Two bills, one providing that all employees who come under federal labour jurisdiction shall have at least two weeks' annual vacation with pay after one year's service, the other providing for at least eight days statutory holidays with pay each year, were introduced by Stanley Knowles (CCF., Winnipeg North Centre) and received first reading.

## Voluntary Revocable Check-off

January 10

A bill to amend the Industrial Relations and Disputes Investigation Act to provide for the voluntary revocable check-off of union dues was introduced by Stanley Knowles (CCF., Winnipeg North Centre) and received first reading.

## Right to Vote at Advance Polls

January 10

A bill to extend the privilege of voting at advance polls in federal elections to any qualified voter who finds he must be away from his constituency on election day was introduced by Stanley Knowles (CCF., Winnipeg North Centre) and received first reading.

## Health Insurance

January 9

M. J. Coldwell (CCF, Rosetown-Biggart) moved an amendment to the amendment to the Speech from the Throne criticizing the Government for "failure to announce legislation establishing a comprehensive nation-wide program of health insurance, with provision for provincial participation".

\*On January 17, the appointment of Miss Ruth Addison, at the time executive assistant to the Deputy Defence Production Minister, was announced.

### **January 11**

Stating that a year had elapsed, with only three provinces signifying their willingness to enter into an agreement with the federal Government concerning a health insurance plan, Stanley Knowles (CCF, Winnipeg North Centre) thought the Government should review the proposition and improve and revise its offer so that it could get the required number of provinces to agree.

### **January 14**

Hon. Paul Martin, Minister of National Health and Welfare, said in reply that he considered the proposal basically "so constructively wise" that no suggested changes were needed. He added that he hoped to be in a position later to make a further observation on this matter.

### **January 16**

The amendment to the amendment moved by Mr. Coldwell was defeated by a vote of 135 to 69.

## **Old Age Security**

### **January 10**

S. R. Balcom (L., Halifax) stated his belief that the pension of \$40 paid to persons over 70 years should be increased by \$10 a month; also that assistance to the needy between the ages of 65 and 70 years should be similarly increased.

Upward revision in the pension rate was also urged by several other members during the debate on the Speech from the Throne.

Clarence Gillis (CCF, Glace Bay) suggested also that the age of 65 under the Old Age Assistance Act should be lowered to 60 for men and 50 for women.

### **January 14**

H. W. Herridge (CCF, Kootenay West) thought old age pensioners should be permitted to enjoy the same rights with respect to leaving Canada as are enjoyed by other pensioners of the federal Government.

## **Family Allowances**

### **January 10**

An increase in the rate of family allowances was urged by Charles Cannon (L., Iles-de-la-Madeleine) and, later in the debate, by several other members.

## **Disabled Persons**

### **January 10**

S. R. Balcom (L., Halifax) advocated a "broadly-conceived" program of assistance and training for the disabled. He

suggested an allowance should be paid to those for whom there is some hope, however slight, of rehabilitation.

### **January 16**

A more liberal interpretation of the Disabled Persons Act was urged by William Bryce (CCF, Selkirk).

## **Labour-Management Relations**

### **January 10**

Introduction of profit-sharing plans, whereby labour becomes a partner with industry and "shares in the wealth that the hands of labour have helped to create," was suggested by H. O. White (PC., Middlesex East) as one solution to industrial strife.

### **January 11**

Clarence Gillis (CCF, Cape Breton South) referred to the CPR firemen's strike as "one of the reflex pains of automation" and proposed that the Government set up industrial councils, "by means of which representatives from every industry in the country would be able to meet with the government, with representatives of management, and the unions called in whenever there was a threatened disturbance because of technological advance".

## **Unemployment Insurance**

### **January 10**

Unemployment insurance was dealt with at length by Ovide Laflamme (L., Bellechasse), who made the following suggestions:

1. That a larger number of offices be established so as to be within reach of the unemployed and thus avoid large travelling expenses.

2. That employees responsible for supplying information and acting, so to speak, as counsel for the claimant be posted in each office.

3. That costs be paid to each claimant who succeeds in gaining his point before the board of referees.

4. That a lawyer be named on each board of referees.

### **January 14**

Andre Gauthier (L., Lake St. John) proposed that the Unemployment Insurance Act be amended to provide that payment of seasonal benefit begin in early December. A construction worker, he said, generally becomes unemployed at the end of November and such an amendment would "enable our workless people to receive unemployment benefits before the great holidays of Christmas and New Year".

## Pensions of Superannuated Civil Servants

**January 14**

The Government has been giving the matter attention, the Prime Minister told Stanley Knowles (CCF, Winnipeg North Centre), who raised the question of increasing the pensions of retired civil servants, to bring them into line with the higher cost of living.

**January 18**

Leader of the Opposition J. G. Diefenbaker asked the Prime Minister if he could give any assurance that pensions of superannuated civil servants, members of the armed forces and the Royal Canadian Mounted Police would be increased.

The Prime Minister's reply was that all matter of public interest "receive careful consideration and when decisions have been reached they are announced in the forms that are traditional in constitutional assemblies".

## National Industrial Pension Scheme

**January 14**

Establishment of a national industrial pension scheme, on the ground that it would permit freedom of movement in labour, was urged by H. W. Herridge (CCF, Kootenay West).

## Department of Youth

**January 14**

The suggestion that a Department of Youth be set up to administer federal financial aid to universities and the granting of scholarships and bursaries was made by Raymond Bruneau (L., Glengarry-Prescott).

## Housing

**January 14**

H. W. Herridge (CCF, Kootenay West) would like to see greater provision for low-cost housing.

**January 15**

Asked by Michael Starr (PC, Ontario) if during 1957 contractors and builders will be able to secure loans for the purpose of building houses in groups of say 20 to 25 and, if so, from what source, the Minister of Public Works, Hon. Robert H. Winters, said he anticipated the facilities under the National Housing Act will be in operation in 1957, as heretofore, but with some difference in the matter of degree.

## Interest Act

**January 14**

H. R. Argue (CCF, Assiniboia) introduced a bill to place a limit of 12 per cent per annum on the interest rate, carrying and other charges that may be made by companies engaged in lending money, instalment sales, automobile financing or other such financial transactions.

Bill received first reading.

## Pensions for the Blind

**January 15**

Lionel Bertrand (L., Terrebonne) urged abolition of the means test in the case of pensions for the blind.

Hayden Stanton (PC, Leeds) said blind persons should be permitted to earn what they can without it "interfering in any way with the small pension they are receiving".

**January 16**

An increase in the amount of pension payable to blind persons was urged by William Bryce (CCF, Selkirk).

## Income Tax Exemptions

**January 15**

A. R. Lusby (L., Cumberland) recommended the Government consider a revision of the Income Tax Act to afford some relief to parents in respect of sons and daughters attending college, and also in the case of earnings of students.

**January 16**

G. S. White (PC, Hastings-Frontenac) hoped the income tax exemption for a married man would be raised to at least \$3,000 and for a single person to \$1,500, with "reasonable" increases in exemptions for children.

Stating that he favours tax reductions, "if feasible at the moment," W. Ross Thatcher (L., Moose Jaw-Lake Centre) proposed:

If economists tell us it is too dangerous to put this extra purchasing power into the hands of consumers at the present time, then I believe some method should be found to give the public the benefit of tax reduction on a postponed basis. Perhaps some kind of deferred savings certificate could be issued by the Government which would not be redeemable for three years or five years.

## Bilingualism in Civil Service

**January 15**

Fernand Girard (Ind., Lapointe) introduced a bill to amend the Civil Service Act requiring preference to be given bilingual candidates for appointment in the Civil Service.

# Labour's Briefs to the Cabinet

Canada's three major labour organizations present annual legislative proposals to federal Cabinet. All three delegations stress need for introduction of health insurance plan, improvement of housing program

Annual submissions to the Cabinet were made by Canada's three major labour organizations last month. The Canadian Labour Congress presented its memorandum on legislative proposals and recommendations on January 23, the Canadian and Catholic Confederation of Labour and the National Legislative Committee of the International Railway Brotherhoods on January 24.

The CLC's brief was its first; until the merger last April of the Trades and Labour Congress of Canada and the Canadian Congress of Labour, these groups had presented separate submissions.

Emphasis was given in the CLC brief to a request for a national hospital insurance plan, an appeal for an improved housing program and a warning that this winter's unemployment was "more than seasonal". The CLC devoted a large section of its memorandum to government employees and also, two days after the presentation of its main brief, submitted a separate brief dealing with employees of the federal Government.

The CCCL expressed approval of federal grants to universities, belief that the grants did not encroach on provincial rights, and regret that it had not yet been possible to reach an agreement with all provinces on the grants. The Confederation also called for a national health plan, revival of the excess profits tax and the establishment of a prices investigation board. A supplementary brief urging that coverage of the Unemployment Insurance Act be extended to hospital employees was submitted by the CCCL at the same time.

The brief of the International Railway Brotherhoods gave evidence of concern over the advent of automation on the nation's railways and over job losses that result when a railway line is abandoned. A request for a national transportation policy was repeated.

In his reply to the labour delegations, Prime Minister St. Laurent dwelt mainly on international affairs and Canada's need in view of the international situation to maintain strong defences. Defence spending, he pointed out to all three groups, prevented spending on social security measures. The Prime Minister told the delegations, however, that their submissions would receive careful consideration by the Government.

## Canadian Labour Congress

"We believe that the highest priority should be placed on the early implementation of a nation-wide program of health care," the Canadian Labour Congress declared in its first memorandum to the federal Cabinet of legislative changes and administrative improvements. The Congress urged the Government to proceed "now" with the establishment of a comprehensive nation-wide health insurance plan.

Emphasis was also placed on the need for an improved housing program, and a special section of the brief, addressed to the Government "as the employer of many

thousands of members of our affiliated organizations," was devoted to government employees. Another section was devoted to Canada's economic outlook. The general economic situation was "highly satisfactory," the CLC said, but certain features—the rise in the cost of living, the decline in housing, and the more-than-seasonal rise in unemployment—were not so satisfactory.

In an introduction to its memorandum, the Congress repeated its five broad aims:—

1. Full employment with a rising standard of living.

2. Satisfactory sharing of the national income, which includes comprehensive social security.

3. A nation-wide plan of health insurance.

4. Uniform labour legislation covering all workers, including those in the public service.

5. Bread, peace and freedom for all peoples throughout the world.

### Economic Situation

Dealing with the economic situation and policies, the CLC said that despite the fact that national income, gross national product and wage rates were all at record levels, there were "certain features of the situation which are not so satisfactory".

Prices were cited as an example. While increases in the cost-of-living index had been small they had been steady. From May 1 to October 1 average weekly salaries and wages in straight money terms rose 3.3 per cent but price increases cut the real increase to just over one-half of 1 per cent.

The housing situation was also regarded as serious. With the anticipated 25-per cent drop in starts, it was estimated that National Housing Act mortgages for 1956-57 would be little more than half the 1955-56 level.

"There is still a serious shortage of decent low-cost housing," the brief stated.

To meet that shortage, Canada needs a residential construction industry. To develop such an industry is a long, slow and difficult process. To dismantle it is easy and quick. We are now dismantling it, long before the need for it is exhausted. When the immediate inflationary pressures of the moment have passed, the Government will presumably want to resume house-building on a large scale. But it will find it cannot do so, because the industry has been dismantled, and it will have to begin again, from scratch or near it, to rebuild laboriously the industry which is now being sacrificed.

The rise in unemployment was described as "more than seasonal".

It is true that unemployment, generally, fell, in the summer and early fall, to the lowest levels in several years. But in November 1956, the increase from October in the number of persons without jobs and seeking work was 38 per cent, compared with only 14 per cent in 1955, 19 per cent in 1954, and 37 per cent in 1953, when the recession of 1954 was already casting its shadow. From November 1953 to March 1954, the number of persons without jobs and seeking work more than doubled. The smallest November-March increase since the winter of 1949-50 has been over 48 per cent. If even that pattern is repeated this year, the March 1957 total would be over 200,000; and this figure of persons without jobs and seeking work admittedly leaves out of account people on layoffs of less than 30 days.

The housing situation was related to unemployment. It was estimated that some 35,000 direct residential construction workers would be laid off by the end of February with little prospect of re-employment in the spring.

"For every man employed on site there are about two-and-a-half employed off site," the CLC said. "Also, each new dwelling takes about \$1,500 to furnish; so that a drop of 30,000 in housing completions would mean a cut of about \$45,000,000 in the market for consumer durables, with corresponding cuts in the market for materials entering into such consumer durables."

Specific proposals made with regard to housing were:—

1. Substantial reduction in down payments and interest rates under NHA.

2. Requests to municipalities to use the NHA subsidized low-rental housing provisions.

(An increase in the maximum NHA mortgage interest rate to 6 per cent was announced only two days before the presentation of the CLC brief and took effect only the day before the submission. At this point in his reading of the memorandum, CLC President Claude Jodoin interjected the comment: "We may be a little late in saying this.")

3. Vigorous slum clearance.

4. Full support to co-operative housing.

Summing up the CLC's views on the general economic situation, the brief said there were indications that the speed of the boom may be slackening and that the second half of 1957 may be "softer" with increased unemployment.

"The tight money policy and the piling up of a large budget surplus are having some effect. The Government and the Bank of Canada," the Congress warned, "should watch the situation closely to prevent the brakes being kept on too hard or too long."

The Government should also consider that both the tight money policy and the budget surplus are controls that do not differentiate between regions or between industries of greater or less social importance. Unemployment was proportionately higher in the Atlantic provinces and Quebec, the brief pointed out.

### Automation

The Congress renewed a request for the establishment of a national advisory commission on technical changes and automation.

"We are beginning to feel the effects of technical changes in Canada," the Congress said, referring to the CPR strike. "The closing down of a major railway operation in this country has come as a direct result of such changes. It is to be expected that more problems of this sort will appear as the process of technical change continues.

The loss of employment opportunities consequent from such technical changes is a matter of great concern to us. The dislocation which these developments will and can cause within the Canadian economy must be of great concern not only to ourselves but to the Government and Canadians generally.

### **Immigration**

The Government was commended for "the quick action taken to assist the refugees from Hungary".

However, Canada's immigration policy should be much better planned, the memorandum declared. "Canada can absorb a much larger population but, in doing so, employment and housing opportunities should be kept carefully and continuously in mind.

We recommend that immigration become the responsibility of the Department of Labour and an advisory committee on immigration be established which would recommend necessary and desirable adjustments in legislation, administration and policy in this field. This committee should be composed of representatives of labour, management, government and social agencies concerned with this problem.

The Immigration Act should be amended to remove any bars on grounds of race, creed, colour or national origin.

### **Health Insurance**

In asking for "the highest priority" for a comprehensive national health plan, the CLC said the program should include "preventive, diagnostic, curative and rehabilitative services rendered by physicians, surgeons, dentists and other specialists, hospitals, and health agencies".

The step taken by the Government of Canada in offering to pay a share of the costs of hospital care and diagnostic services if six provinces representing a majority of the population agree to proceed, is worthy of commendation as a move in the right direction. However, the Canadian Labour Congress does not accept the position that comprehensive nation-wide health insurance cannot be implemented without further delay.

The CLC said that the enthusiastic view taken by the Gordon Royal Commission of Canada's Economic Prospects reinforced the position that there was no longer need for delay in the implementation of nation-wide health insurance and other measures of over-all social security.

### **Social Security**

Other social security changes proposed included: reduction of the qualifying age for old age pension to 65 and increased payment to \$65 a month; increased pensions for the blind and disabled; continuance of family allowance to 20 years in the case of children attending school; lifting of the \$1,200 ceiling on government annuities to \$2,400; and adoption of a national industrial pension plan that would extend pension opportunities and enable workers to change jobs without losing their pension rights.

### **Unemployment Insurance**

Revisions in unemployment insurance were suggested to broaden application of the plan and bring benefits into line with current wage and salary levels. The present \$57 weekly wage ceiling for contributors was described as "entirely unrealistic" with average weekly earnings in manufacturing at \$63.62 for October 1, 1956.

Other recommendations were: extension of the Act to all workers, payment of regular benefits to workers idled by illness; establishment of benefits at two-thirds of earnings at all levels of income; payment of benefits during a maximum period of 52 weeks; seasonal benefits from December to April each year; elimination of the waiting period; modification of disqualifications due to work stoppages and ban on referrals to struck plants; equal treatment for married women; and restoration of the status of the advisory committee.

### **Dominion-Provincial Relations**

An appeal was made for closer working relations between the federal and provincial governments. Five areas in which it was suggested such a relationship would be beneficial were: uniformity in labour legislation, uniformity in social security, transportation, taxation, and education.

Dealing with labour legislation, the CLC sought enactment of a federal vacation act providing for a minimum of two weeks' annual vacation and eight statutory holidays for all employees within federal jurisdiction. A Fair Wage Act was suggested to provide union wages and conditions on all government contracts. A minimum wage of \$1 an hour should be established and the work-week set at 40 hours.

The Government was commended for its introduction of equal pay legislation and the hope was expressed that the example would be followed by all the provinces.

The CLC asked for a more equitable distribution of taxation, which, it said, weighed too heavily on workers. Proposals were that income tax exemptions should be raised to \$1,500 for single persons and \$3,000 for married persons, with \$500 exemption for each child. All medical, dental, optical and hospital expenses should be deductible, as well as out-of-town living and travelling expenses for construction workers. The cost of workers' equipment and protective clothing should also be exempt.

Increased federal aid to the universities was endorsed and a dominion-provincial conference on education was proposed.

The Congress said that the principle of representation by population was not being maintained in the present House of Commons representation.

The memorandum also asked for extension of the franchise to persons of 18 years and over and additional facilities for advance polls.

### International Relations

The Government was asked to use its increasing influence in the international field towards utilization of the United Nations in the settlement of all international disputes, free decision by all peoples as to their own form of government, and an increasing standard of living for all peoples.

"We believe higher living standards, free unions and free collective bargaining to be natural steps toward peace and freedom," the Congress said.

Increase of the Canadian contribution to the Colombo Plan to \$100,000,000 was sought, together with greater participation in the United Nations Technical Assistance program.

The labour organization supported the government in its support of the United Nations in the Middle East situation and advocated continued efforts towards a general acceptance of a UN police force.

On the Hungarian uprising, the CLC said:

Surely, if doubts existed as to the tyrannical and cruel nature of the Soviet dictatorship, the Soviet action in Hungary should dispel them. The speed with which massive military might was thrust against the Hungarian people is undoubtedly indicative of the readiness of the Soviet military machine. Certainly it is indicative of the attitude of the Moscow Soviet tyranny and its readiness to hurl its military might at anyone wherever or whenever it seems expedient to do so.

Continuous expansion of international trade was regarded as a necessary part of continued economic expansion in Canada.

The necessity for the importation of \$3,600,000,000 worth of fully or chiefly manufactured goods in 1956 was questioned. Encouragement should be given to the development of secondary industry in Canada. Careful consideration was asked toward improvement of farm purchasing power.

While progress had been made in the field of human rights and in combating discrimination, a great deal remained to be accomplished. The enactment of a Bill of Rights which could be incorporated into the British North America Act was advocated.

### Government Employees

A special section of the memorandum was devoted to government employees. It was suggested that there should be an upward revision of salaries of classified employees to bring their earnings into line with those paid in private employment. A regulated bargaining procedure should be established to provide for the settlement of differences between the government and organizations of government employees through conciliation and voluntary resort to arbitration where necessary. The five-day week was proposed for all employees with a maximum 40-hour week for operational, and 35-hour for administrative, classes. The Government was asked to contribute at least one-half of the cost of a suitable hospital-medical plan covering its employees.

Improved postal service was sought, with a restoration of twice daily deliveries in residential areas.

Objection was raised to the growing practice of Canadian National Railways contracting out work and selling, leasing or transferring properties to others.

"We believe that Parliament has never given approval for the dismantling of the Canadian National Railways," the CLC said. "Yet present policies being followed by the railway management are tending in this direction. We ask the Government to put a stop to this unnecessary and undesirable disposal of public property."

The CLC again voiced strong opposition to the use of compulsory arbitration. In a reference to the CPR strike, the memorandum said:

We are very pleased to note the apparent change of attitude and approach to this extremely important matter. The Government deserves our full commendation for gaining a settlement of the recent railway dispute resulting in a resumption of operations and the referring of the technical issue

to a public enquiry without resorting to final and binding decisions as a necessary part of the enquiry's functions.

We believe that free collective bargaining and the reaching of decisions whether directly or through third party conciliation without resort to compulsion form a very important part of our democratic way of life. The Canadian Labour Congress is determined to do everything possible to keep it so.

The CLC memorandum was read by President Claude Jodoin, who headed a delegation that filled the Railway Committee Room in the Parliament Buildings. The delegation comprised Executive Vice-President Gordon Cushing, Secretary-Treasurer Donald MacDonald, the CLC's executive council and representatives from many affiliated unions.

### Prime Minister's Reply

After granting that there were things about which from time to time "we do have to attempt to revise our previous opinions," the Prime Minister said that he had always been of the opinion that collective bargaining "could not operate satisfactorily under our constitutional system". It is not the Government that employs the public service, he explained, but rather the people of Canada.

"However," he continued, "I was surprised to learn that they have some system of collective bargaining (in the Civil Service) in the United Kingdom. I have asked to have a close study made of the form and method in which it is operating.

I am not promising you that I am going to change my views, but I am promising you that I want to get the best and most accurate information as to what is being done and can be done...

The Prime Minister then remarked that if everything were done that is intended to be done this year—in monetary terms it would be  $12\frac{1}{2}$  per cent greater than what was intended for 1956, he said—it would be more than the materials and labour in the Canadian economy can achieve. "I hope that as much as can be done will be done; but it does create stresses and it does create competition for capital funds and for the use of manpower and materials. And all this has an inflationary tendency," he explained.

The optimistic forecasts of the Gordon Report that the CLC's memorandum had referred to, Mr. St. Laurent continued, are based on the assumption that there is not going to be another world war. While he did not think there would be war, he believed that we had to maintain a state

of preparedness as a deterrent to every potential aggressor. The building up of that preparedness has placed a burden on Canada and her allies, he said.

Here the Prime Minister declared that since the scientists in Russia had succeeded in producing an atomic bomb, the Russian leaders had been "scared into a state of mind where they are very conscious of the deterring value of the forces we have jointly built up in the free nations of the world".

Turning to some specific requests contained in the CLC memorandum, the Prime Minister admitted there would possibly be fewer houses built in 1957 than in 1955 and 1956 but pointed out that the total built in the last two years exceeded the number of new family formations in the period. That meant there was some catching up with the backlog, he said.

It may be that we will not be catching up or will not be erasing a very substantial part of the backlog that still does exist; but there are going to be lots of houses built and there are going to be lots of housing units finished during 1957.

He did not think that the implication that the housing industry was being dismantled was fully justified. The industry would be maintained but possibly with not as many in its ranks as last year, when men were diverted from other industries into it.

While it was unfortunately true that financial policies do not distinguish between one area and another, the argument that they might perhaps operate more fairly if they were accompanied by controls loses sight of the fact that in Canada there were 11 governments, Mr. St. Laurent reminded the delegation. The federal Government did not always succeed in getting the greatest possible measure of co-operation between it and the provincial governments.

Education was a good example of this, the Prime Minister said. Even the extension of federal aid to universities, for which the CLC had commended the Government, had not been accepted in all provinces. And, he added, he would hesitate at the present time to issue an invitation to the provincial premiers to attend a conference on education.

Again he rejected the recommendation that unemployment insurance benefits be paid to workers idled because of illness on the ground that such a step would convert unemployment insurance into sickness insurance.

In answer to the request for a return to the twice-daily delivery of mail, Mr. St. Laurent said that that was one measure presently under consideration.

## Cabinet Members Present

The Prime Minister was accompanied by 13 members of the Cabinet: Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Hon. Paul Martin, Minister of National Health and Welfare; Hon. James J. McCann, Minister of National Revenue; Hon. Milton F. Gregg, Minister of Labour; Hon. Stuart S. Garson, Minister of Justice;

Hon. Robert H. Winters, Minister of Public Works; Hon. Walter Harris, Minister of Finance; Hon. James Sinclair, Minister of Fisheries; Hon. Ralph Campney, Minister of National Defence; Hon. William R. Macdonald, Leader of the Government in the Senate; Hon. John W. Pickersgill, Minister of Citizenship and Immigration; Hon. Jean Lesage, Minister of Northern Affairs and National Resources; and Hon. Roch Pinard, Secretary of State.

## CLC Makes Specific Proposals Concerning Civil Servants

Specific proposals for a regulated bargaining procedure for civil servants were placed before Cabinet representatives by a CLC delegation at a separate meeting two days after presentation of the main Congress brief.

The delegation, composed of representatives of affiliated and chartered organizations of the CLC with members employed by the Government of Canada, met with Secretary of State Roch Pinard, Finance Minister Walter Harris, and Labour Minister Milton F. Gregg. L. E. Wismer, Legislative Director of the CLC, headed the delegation.

The brief presented to the three ministers supplemented, with concrete proposals, representations made by the CLC to the Cabinet on January 23. It recalled that the Government had, on many occasions, said it was prepared to meet the pay rates and working conditions of good employers. The CLC suggested this could best be accomplished through mutual agreement between the Government and its employees. The brief explained:

We propose that separate and distinct provisions be made for a regulated bargaining procedure through which the Government and the recognized organizations of its employees (those employed under the Civil Service Act and Section 7 of the Financial Administration Act) could reach satisfactory agreements on these matters. This should take the form of a separate Act of Parliament or an order in council, whichever is appropriate.

Seven proposals were advanced for inclusion in such legislation:—

1. Recognition of the organization of employees.

2. The recognition may include a commitment by the organization that its members have no right or intention to strike. (The CLC said that employees it

represented "would be prepared to have this provision as a part of the recognition itself for the purposes of this legislation".)

3. The right of the recognized organization to consult with and reach an agreement with the Government on all matters affecting employment including conditions of recruitment, training, hours of work, promotion, discipline, overtime, health, welfare, seniority and remuneration. It was not proposed that such negotiations should include individual cases.

4. The right of the recognized organization to seek and obtain conciliation services should there be points at issue which cannot be resolved in direct consultations.

5. The right, as a last resort, to seek and obtain arbitration services, the award of which would be binding on both the Government and the employees on issues that cannot be resolved in direct negotiation. The legislation should indicate that an arbitrator will be selected in such cases from the members of the Supreme Court of Canada or the Exchequer Court.

6. The right of the recognized organization to proceed similarly with the appropriate employing Department. This does not mean that individual cases should be subjected to conciliation and arbitration but, where general problems arise, these services should be available when the Department and the appropriate recognized organization cannot resolve the difficulty.

7. The necessary machinery for carrying out the above.

These purposes could not be achieved through the existing National Joint Council of the Public Service and the Prevailing Rates Committee because of their limited terms of reference and unbalanced membership, the CLC said. It was proposed, however, that the terms of reference and

membership of both bodies be re-defined and that these bodies then be given power to administer the proposed legislation.

"We are making these proposals to you today because we believe that your direct

employees through their chosen organizations should be accorded the same rights as Parliament has accorded the employees of private enterprises and your Crown Corporations," the CLC said.

## Canadian and Catholic Confederation of Labour

The Canadian and Catholic Confederation of Labour declared itself to be in favour of federal grants to universities and expressed regret that it has not yet been possible to reach an agreement on the subject.

In its annual brief to the federal Cabinet, the organization, which represents nearly 100,000 workers in the province of Quebec, stated that such grants, distributed through the National Conference of Canadian Universities, "bear no risk of encroachment" on provincial rights.

The CCCL also called for the setting-up of a health insurance plan, the reestablishment of the excess profits tax, the formation of a permanent price investigation board, and an increase in the maximum amount which can be purchased in Government Annuities.

A supplementary brief urging that the Unemployment Insurance Act be amended so as to cover hospital employees was also submitted to the Cabinet.

In the international sphere, the CCCL requested the Government to sponsor a measure in the United Nations calling for the setting-up of a permanent international police force whose function it would be to maintain peace.

The brief was read by the General Secretary, Jean Marchand. Gérard Picard, General President of the CCCL, made some special remarks in connection with certain proposals, including a protest against the fact that certain employers are laying off workers in order to hire Hungarian refugees for lower wages.

### The International Situation

The CCCL called upon the Government to sponsor a measure in the United Nations for the setting-up of a permanent international police force "whose function it would be to maintain peace and to prevent any conflict from developing into a world-wide disaster".

The brief denounced the attitude of Great Britain, France and Israel in Egypt, on the one hand, and the armed aggression of Soviet Russia in Hungary on the other.

This intervention in Hungary the CCCL called a "revolting assault reminiscent of the darkest pages of the history of mankind".

The brief also praised the part played by Canada in the United Nations Organization and approved of the Canadian Government's "courage in denouncing the illegitimate use of force by the Greater Powers, especially by Russia against Hungary".

The CCCL also wholeheartedly approved of the Government's hospitality towards the Hungarian refugees, but stressed the need for "a better co-ordination of efforts by the public authorities and the Canadian population at large, in order to help those victims of tyranny more efficiently".

In connection with this statement, however, Mr. Picard specified that the CCCL, although it has no objection to the general policy of the Department of Citizenship and Immigration, takes exception nevertheless to those employers "who take the liberty of laying off certain members of their regular staff and hiring refugees at a lower wage.

"Action of some kind is absolutely necessary before such abuses take place," said the CCCL President; "otherwise the labour world will be driven back against the wall and will offer almost continual opposition to the immigration policy, since, if it did not, it would suffer too many consequences."

### The Threat of Inflation

The CCCL suggested that the excess profits tax be reestablished and that a permanent price investigation board be set up in order to curb inflation.

Calling on the Government to take whatever steps may be necessary to counter the threat of inflation, the brief stated that the present system of attempting to counter-balance inflationary trends by setting higher interest rates and restricting credit is "inadequate".

Credit restrictions, when applied to the building sector, tend to substantially slow down economic activities therein, at a time when there is still so much to be done to find an adequate solution to the housing problem in this country. On the other hand, for those who want to build their own home, the general increase of interest rates turns out to be a heavy financial burden which they may have to carry along for many years to come.

In requesting the reestablishment of the excess profits tax, the brief pointed out that this measure "yielded good results during the war".

Once more the CCCL advocated trying out a price inquiry system. It felt that if producers were obliged to justify contemplated price increases in public, this would serve to prevent a great many increases which make for inflation.

### **Grants to Universities**

The CCCL stated that it was in favour of federal grants to the universities, in which it saw "no risk of encroachment" on provincial rights.

The brief pointed out that Canada's rapid economic development calls for a serious effort to raise the educational level of the Canadian people and that the rapid increase in the number of students is creating a real problem for our educational institutions.

Stating that it "favours such federal grants to our universities as will allow them to attend to the needs of all who strive for a complete education," the CCCL went on to say that such grants, being distributed through the National Conference of Canadian Universities, "bear no risk of encroachment upon the constitutional rights of the Canadian provinces".

The brief stated that the CCCL "regrets that it has not been possible to reach an agreement concerning this important question".

### **Unemployment Insurance**

The CCCL suggested several changes in the Unemployment Insurance Act, and even submitted a supplementary memorandum dealing solely with hospital employees.

This supplementary brief brought up two arguments which have been put forward by hospital institutions for exemption from unemployment insurance—the fact that they are charitable institutions—"not carried on for purpose of gain"—and the fact that there is no unemployment in hospitals.

According to the CCCL, the contribution of hospital institutions would amount to about  $\frac{1}{3}$  of 1 per cent of the total budget of each institution, and would not, therefore, constitute an additional burden.

Moreover, the rate of labour turnover in the hospitals of Quebec province varies, it would seem, from 45 to 75 per cent.

The brief also protested against the fact that this category of employees is called upon to support the hospitals indirectly by doing without social benefits which are now considered indispensable.

According to the brief, hospital employees want to be placed on an equal footing with other workers, and they are prepared to contribute their share. They are in the labour market and they cannot understand why they should be treated differently. The very low level of wages paid in hospitals literally prevents them from saving any money to meet the risks inherent in our present way of life. They should be able to count on unemployment insurance benefits more than any other class of workers.

The CCCL also suggested:—

Paying regular benefits to the unemployed as long as they are unable to find suitable employment;

Setting up a new scale of benefits for unemployed persons with three dependents, the rates running from \$10 to \$37 weekly;

Increasing by half, without partial or total loss of benefits, the weekly earnings allowed an unemployed insured person;

Allowing supplementary benefits;

Preventing the use of the National Employment Service in case of a strike or lockout; and

Doing away with all special restrictions imposed on married women.

### **Health Insurance**

The CCCL called for the establishment of a health insurance scheme but did not suggest any definite plan.

It did point out that such a scheme should take the form of "legislation of a concurrent nature," as is the case with old age pensions and pensions for disabled persons. It also advocated a contributory system, jointly financed by the employees (on the basis of their income), the employers and the governments, leaving each person free to choose his physician.

### **Government Annuities**

Once more the CCCL suggested that the maximum Government Annuity payable to each participant should be increased to at least \$2,400. The brief pointed out that a great many workers are interested in such annuities, but that the present maximum of \$1,200 is much too low.

### **Remarks by CCCL President**

The General President of the CCCL drew the Government's attention to the need for compiling statistical data on industrial productivity and for setting up an organization to collect information on automation.

"There should be here in Canada," he said, "through the Dominion Bureau of Statistics, a continual compilation of industrial productivity to serve as a guide

concerning the economic development of the country, the progress being made and all factors contributing to the general prosperity”.

He also pointed out that it is impossible for any organization of a private nature to have all the necessary up-to-date information on a subject as complicated as automation.

### **The Clothing Industry**

Angelo Forte, President of the Clothing Federation, spoke briefly, stressing the fact that workers in the clothing industry are not benefiting by Canada's general prosperity.

Mr. Forte, who is one of the vice-presidents of the CCCL, drew attention to the fact that the standard of living of these workers is notably lower in sectors where there is a great deal of importing.

“We admit that imports are necessary to ensure such prosperity in Canada,” he said. “We feel, however, that it is not quite fair for the clothing workers to bear a greater share of this burden of Canadian prosperity by accepting a lower standard of living than the rest.”

Mr. Forte suggested a meeting at an early date to discuss the problem in greater detail.

### **The Prime Minister**

The Right Hon. Louis S. St. Laurent, commenting on Mr. Forte's remarks, pointed out that we must “take into consideration the needs of the very great majority of consumers” and expressed the opinion that higher duties on clothing would not be favourably received by the Canadian people.

According to the Royal Commission on Canada's Economic Prospects, the Prime Minister said, the average level of our duties on imports is high enough.

He attributed part of the difficulty in the clothing industry to the fact that consumers, men as well as women, seem to attach more importance to the aesthetic than the utilitarian.

Among the factors favouring imports, Mr. St. Laurent mentioned mass production in other countries, which makes a lower price possible, as well as a certain lack of efficiency in some sectors of the Canadian clothing industry.

He reminded the delegation, however, that there are measures in existence to prevent dumping.

The Prime Minister also urged the labour world to discuss the problem so as to alert public opinion.

“In a general way,” he said, “our fellow-citizens want to be fair towards one another, and when you can convince them that a certain situation is unjust, they are prepared to recognize that such injustice should not go on, that it should not be permanent.”

Mr. St. Laurent applied this same reasoning to the replacing of Canadian workers by Hungarian refugees at lower wages.

If that is happening, and if the public becomes aware of it, those who are guilty of this practice will soon have to change their tactics, because our people, in general, would not look favourably upon such a procedure.

Good relations between management and labour, said Mr. St. Laurent, constitute an important factor in increased production.

With regard to extending the Unemployment Insurance Act to hospital employees, the Prime Minister urged union members to carry on their educational work in order to make hospital institutions realize that such an extension of the Act would not represent an additional burden for them.

In this way, he added, the hospitals will finally be convinced that it is more difficult to obtain or to keep a competent staff in their service if there is no Unemployment Insurance and that the additional expenditure involved in constantly training new employees would more than make up for the cost of contributions to unemployment insurance.

Turning to the international sphere, the Prime Minister stressed the fact that NATO's power of retaliation is an important factor which any possible aggressor would have to take into consideration.

Canada, he said, “has not given up the hope that some day we shall have in the United Nations an organization able to give us that feeling of security which we would like to have”.

He explained that the North Atlantic Treaty Organization had been created “simply because we do not have that feeling of security which the United Nations could have given if all those who had the right to exercise a veto had done so only under conditions of serious and essential public interest”.

He assured the CCCL delegation that the Government would continue to do all it could to ensure peace.

### **Cabinet Members Present**

The following Cabinet ministers accompanied the Prime Minister: Right Hon. James G. Gardiner, Minister of Agriculture; Hon. Paul Martin, Minister of

National Health and Welfare; Hon. Milton F. Gregg, Minister of Labour; Hon. Hugues Lapointe, Minister of Veterans Affairs and Postmaster General; Hon. Walter E. Harris, Minister of Finance and Receiver General; Hon. William Ross Macdonald, Solicitor General; Hon. John W. Pickersgill, Minister of Citizenship and Immigra-

tion; Hon. Jean Lesage, Minister of Northern Affairs and National Resources; Hon. George Marler, Minister of Transport; and Hon. Roch Pinard, Secretary of State. Also present were: J. A. Blanchette, Parliamentary Assistant to the Minister of Labour, and a number of Members from the province of Quebec.

## **International Railway Brotherhoods**

Canada's program for the rehabilitation of disabled persons is "most commendable," the National Legislative Committee of the International Railway Brotherhoods declared in its annual submission to the Cabinet. "It is hoped that progress will not be impeded by limitation of financial assistance," it added.

This is not the time to reduce the size of the National Advisory Committee on the Rehabilitation of Disabled Persons, the brief said.

Other recommendations made in the brief were that employees thrown out of work by the abandonment of a railway line be protected and that "early and co-ordinated measures should be taken to avoid or to hold to a minimum the social dislocations and human costs that may be involved in technological progress and to ensure the greatest possible benefit to all sectors of the community". The Committee suggested that the Government have a study made of industrial efficiency and development with the view that automation will be used to improve living and working standards.

Other recommendations made by the Committee in its brief covered old age security, family allowances, the Unemployment Insurance Act, immigration, rehabilitation of disabled persons, education, housing, national health insurance, a national transportation policy, income tax, and some changes in the Industrial Relations and Disputes Investigation Act.

### **The Railway Act**

Section 168 of the Railway Act, which provides that a railway company may with the approval of the Board of Transport Commissioners abandon any line of railway, should, in the opinion of the Committee, be amended to provide that any employee who is displaced by such an abandonment shall:

Be compensated by the company on the basis of the dismissal wage provided in the Canadian National-Canadian Pacific Act.

Be reimbursed all reasonable travelling and moving expenses and for time lost in consequence of the abandonment.

Be compensated for any loss suffered in selling his house, the company to be allowed the option of buying it at a fair valuation.

Be compensated for any loss suffered by the abandonment of a lease held by him on a house he occupies as a home.

### **Rehabilitation of Disabled Persons**

The economic value of the rehabilitation plan, the Committee said, had been evidenced by the Report and Recommendations of the National Advisory Committee on the Rehabilitation of Disabled Persons.

### **Social Security**

The Committee renewed the requests made in previous years for increased social security allowances. Its suggestions included: amendment of the Old Age Assistance Act to lower the age requirement for women to 60, and increase benefits to \$60 a month; amending the Old Age Security Act to lower the qualifying age to 65 and increase the benefit to \$60 a month.

Changes in the Family Allowances Act were again urged to increase the monthly benefits by \$5 as a means of compensating for the reduction in their purchasing power since the scale of benefits was last revised in 1949.

### **Unemployment Insurance**

The unemployment insurance fund, the brief asserted, has increased sufficiently "to meet the needs of the unemployed more adequately". The Committee asked that consideration be given to amending the Act to provide: restoration of the maximum period of benefit to 51 weeks, an increase in rate of benefit to at least two-thirds of the former earnings, elimination of the waiting period, that workers who refuse to cross another union's picket lines be not disqualified from benefit, and that insured employees who are unable to work due to illness be entitled to benefit.

### **Housing**

"Despite the fact that Central Mortgage and Housing celebrated recently the erection of the millionth house under the National Housing Act, the housing shortage in Canada still remains one of the prime unsolved problems of the day," the brief contended.

It complained that the tight money policy of the Government had reduced the number of housing starts compared with the previous year, and it reiterated statements made in 1954 and 1955 with reference to housing for the average Canadian wage earner. The Government was asked to consider amending the National Housing Act by:

Lowering the down payment to 7 per cent on houses appraised up to \$13,500 and reducing the interest rate on mortgages from 5½ per cent to 3 per cent on such houses, and introducing a maximum earning stipulation of \$4,000 for purchasers.

Extending the coverage of the Act to allow financing of the purchase of houses in good condition up to 25 years old.

### **National Health Insurance**

The Committee expressed disappointment that the majority of the provinces had failed to take advantage of the federal Government's announced willingness to join them in providing health insurance on a national scale. It was of the opinion that people with low incomes were getting inadequate medical, surgical, dental and hospital care; it pointed out that a number of people who had been in the medium or high income brackets before reaching the age of 65 fell into the low income category after that age. This, it said, emphasized the need for a uniform system of national health insurance.

### **Taxation**

Reduction of income tax was requested through increase in the exemption to \$1,500 for single persons and \$3,000 for taxpayers with dependents, provision for deduction of all medical and dental expenses in computing taxable income, and more favourable treatment in cases where husband and wife are both earning money.

The Committee also asked that the Income Tax Act be amended to provide that a taxpayer may deduct from taxable income amounts disbursed by him for meals and lodging while employed by a railway company away from his place of residence.

### **I.R. & D.I. Act**

"Certification of a trade union should provide that after a collective agreement has been entered into, the employer shall not be permitted to 'farm out' work covered by the agreement; and the regulations of the Canada Labour Relations Board should so stipulate," the brief stated.

Since decisions of the Canada Labour Relations Board are not subject to appeal, but may be varied or revoked by the Board, the Committee urged that the Act

should provide that decisions or orders of the Board shall be recorded in writing, and be available to all interested persons.

It also recommended that the following be added as a subsection to Section 32:

*Representation before Board:* In any proceedings before the Conciliation Board no person except with the consent of the parties shall be entitled to be represented by a barrister, solicitor or advocate.

As justification for this change the Committee argued that the hearing of a dispute before a conciliation "is not a legal matter" and that "there is no necessity for lawyers in the trade union movement developed as it is today". It added that "conciliation proceedings on the railways in recent years, where legal counsel was employed, support our position that the Act be amended as aforesaid."

### **Disabled Persons Act**

The Committee suggested that the Act should be amended to: reduce the minimum qualifying age from 18 to 16 years, increase the monthly allowance to \$50, and increase the income qualifications of a recipient by \$120 a year.

### **Other Matters**

The Committee expressed its view on other matters as follows:—

It approved of the Government's policy of selective immigration, but suggested that more attention be given to the question of seasonal unemployment. It supported the action of the Government in regard to immigration from Hungary.

Pleasure was expressed at the Government's proposal to double the annual grants to the universities and turn them over to the National Conference of Canadian Universities to be divided and distributed.

The Committee reiterated its advocacy of a "national transportation policy" which would have the purpose of controlling other forms of transport besides railways. "The creation of a board, national in scope, representative of all governments, federal and provincial, to govern interprovincial and international highway traffic" was recommended.

Various ways in which technical changes in the railways had affected the employment of railway workers were mentioned, and the Committee urged that "industries which contemplate the introduction of automation should in their planning consider from the beginning how it will affect their workers and bring them into early discussions". It declared that "early and co-ordinated measures should be taken to

avoid or to hold to a minimum the social dislocations and human costs which may be involved in technological progress".

Previous submissions on the subject of statutory side clearances applicable to all railway lines and tracks were reiterated, as also were those relating to the powers of municipal authorities to seek restriction of warning whistles or bells at highway crossings.

Previous representations on the subject of the elimination and protection of level crossings were repeated.

The Committee urged that regulations in the Explosives Act which apply to the transport of explosives be extended to certain other dangerous goods, such as radioactive materials, gasoline, compressed gases, etc.

Government control of radio broadcasting and telecasting under trusteeship of the Canadian Broadcasting Corporation was again approved.

### Members of the Delegation

The brief was read by J. G. McLean of the Brotherhood of Locomotive Firemen and Enginemen, Chairman of the Legislative Committee. Other representatives of the Railway Brotherhoods present were: H. E. Campbell of the Brotherhood of Locomotive Engineers, Secretary of Committee; A. H. Balch of the Brotherhood of Railroad Trainmen, Vice-president of Committee; A. A. Hutchison, Order of Railroad Telegraphers; M. W. Helston, Order of Railway Conductors; J. A. Huneault, Brotherhood of Maintenance of Way Employees; and H. Smith, Division No. 4, Railway Employees Department, AFL.

When he finished reading his formal, printed brief to the Cabinet, Mr. McLean continued:

We would like to add just one short statement, Mr. Prime Minister. This memorandum was prepared prior to the railroad strike. Our committee on behalf of the railway workers takes this opportunity to convey sincere appreciation to you, Mr. Prime Minister, to the Minister of Labour, the Minister of Trade and Commerce and to the advisers of the Labour Department who accomplished through patient conciliation a settlement resulting in an early resumption of railway operations.

The Government's approach to the problem was made difficult through press editorials first in pre-judging the question at issue and the second in advocating that your Government use compulsion without delay. To you personally, Mr. Prime Minister, we add our sincere thanks.

### Prime Minister's Reply

"My colleagues and I are certainly gratified that you should have found that we adopted a course that promotes the respect of the public for the processes of collective bargaining between management and employees," the Prime Minister said at the beginning of his reply to the Brotherhoods' brief.

It did take some time, and there were inconveniences suffered by the public; there was also, no doubt, some loss to the company and some loss to the men, but I think that they all approached the problem with a sincere desire to have it settled in a manner that would leave no bitter feeling on either side.

I think that is a very happy achievement because there is no doubt that the efficiency of our railroad services depends upon a harmonious relationship between the management and the operatives.

Speaking on requests made in the brief for greater social security and reduced income tax, Mr. St. Laurent said:

We have established a basis for these social security measures mentioned in your presentation. For the most part your recommendations are such as would involve much larger expenditures in certain fields of social security provision.

There is another recommendation that the Income Tax Act be fixed up in such a way that it would produce less than it has been producing. I doubt whether this can be realistically envisaged until such time as we are able to afford to make some substantial surplus available.

Referring to the mention of the "tight money" policy in the Brotherhoods' brief, Mr. St. Laurent said he didn't know if it could rightly be called a tight money policy because "there has been much more money available in 1956 than there has been in any previous year for devotion to permanent capital improvements.

"There is, I think, such a justified confidence in the future of our country that there are a lot of people who are anxious to expand, and when you add the cost of each project to the other—when you count the cost of all the projects together—it amounts to more than the money, or the material, or the labour available, and all of it cannot be done."

### Cabinet Members Present

The Prime Minister was accompanied by the following members of the Cabinet: Rt. Hon. C. D. Howe, Minister of Trade and Commerce and Minister of Defence Production; Hon. Milton F. Gregg, Minister of Labour; Hon. Robert H. Winters, Minister of Public Works; Hon. Walter E. Harris, Minister of Finance; Hon. George C. Marler, Minister of Transport; and Hon. Roch Pinard, Secretary of State.

# The CPR Firemen's Strike

Nine-day walkout that halted all rail operations on one of Canada's major railways ends when disputants agree to submit "the diesel issue" to Royal Commission of three judges. Commission's report not binding

A Royal Commission of three judges appointed to study the dispute between the Brotherhood of Locomotive Firemen and Enginemen and the Canadian Pacific Railway Company, which caused a nine-day strike from January 2 to January 11, has been named and instructed to report by October 1 this year whether or not firemen can safely be eliminated from diesel locomotives in yard and freight service (L.G. Jan., p. 5).

Appointment of the Royal Commission brought a truce in the strike after other negotiations had failed to prevent the work stoppage, or get the trains moving again after the strike began.

Chairman of the Royal Commission is Mr. Justice Roy L. Kellock of the Supreme Court of Canada. The members are Mr. Justice C. C. McLaurin, Chief Justice of the Trial Division of the Alberta Supreme Court, and Mr. Justice Jean Martineau of the Quebec Court of Queen's Bench.

Through public hearings, the Commission will seek the answer to whether the CPR is correct in its assertion that firemen are not needed on diesel locomotives, or whether the Brotherhood is correct in its claim that firemen are essential, primarily as a safety measure.

The Commission's report will not be binding on either party to the dispute.

The strike involved 2,800 firemen employed by the railway. With the cessation of all CPR rail operations from coast to coast, 65,000 other CPR employees immediately were made idle.

In chronological sequence, the events leading up to the strike were as follows:—

On February 1, 1956, the Brotherhood of Locomotive Firemen and Enginemen (CLC) sent a 60-day notice to the Canadian Pacific Railway Company advising that new contract demands would be made, on expiry of the current contract on March 31. The Brotherhood's demands included a 25-per-cent pay boost, pay for statutory holidays, and time-and-a-half for statutory holidays worked (L.G. Feb. 1956, p. 142).

On February 21, CPR and Brotherhood officials began negotiations on the proposed new contract in the East. On

February 29, negotiations began in the West, and the Company proposed the elimination of firemen-helpers aboard freight yard diesels operated by the company.

On April 18, the Company applied to the Department of Labour for a conciliation board on the "diesel-automation issue". The following day the Brotherhood applied for a conciliation board on the wage issue.

On May 9 a conciliation board was appointed to consider the matters under dispute. Chairman of the board was Judge J. C. Anderson of Belleville, the Brotherhood's nominee was Senator A. W. Roebuck, QC, and the Company nominee was E. M. Hall, QC, of Saskatoon.

One month later, on June 9, the board met at Belleville to consider procedural matters, and on June 27, opened public hearings at Ottawa. After hearing proposals for 25 days, the board concluded its sittings on November 15.

On December 19, the board issued a majority report accepting the CPR stand on diesels and recommending wage increases of 7 per cent, retroactive to April 1956, and a further 5-per-cent increase to become effective in June 1957. Senator Roebuck issued a minority report. (For texts of the majority and minority reports, see page 177.)

On the same date, December 19, W. E. Gamble, Canadian Vice-President of the Brotherhood, announced that the majority report of the conciliation board was being rejected, and that the Brotherhood would take a strike vote.

Through its vice-president of personnel, D. I. McNeill, the Canadian Pacific Railway Company advised the Department of Labour, by letter, that it was prepared to accept the conciliation board's majority findings.

On December 26, the Brotherhood called a strike against the CPR, to take effect at 4:00 p.m. local time on January 2, 1957, "unless the Company withdraws its proposals for eliminating firemen-helpers on diesels".

On December 29, a Saturday, N. R. Crump, President of the CPR, and Mr. Gamble came to Ottawa at the invitation

of the Department to confer with Acting Prime Minister C. D. Howe and Labour Minister Gregg, in an attempt to reach an agreement that would prevent the

Following are the crew arrangements for diesel-powered trains—main issue in the dispute between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen.

On freight trains there is an engineer, fireman and front-end brakeman in the cab of the locomotive. The conductor and rear-end brakeman ride in the caboose.

The engineer operates the locomotive. The fireman assists him, checks signals with him and resets safety devices that have tripped off accidentally, and makes minor repairs.

The front-end brakeman watches the front part of the train for defective wheels, journal boxes and other breakdowns.

The company proposes that a trainman do the job of the fireman and brakeman, and thus eliminate one man from the crew in the locomotive cab.

Yard shunting is done by a five-man crew. The fireman and engineer are in the cab of the locomotive, while the two brakemen and a yardman (conductor) are on the ground. The men on the ground give signals to the engineer, and these are checked by the fireman. In operations close to buildings or on curves, the fireman receives the signal directly and relays it to the engineer.

The CPR seeks to drop the fireman from the shunting engine cab, thus leaving the engineer alone to receive signals from the men on the ground. The Brotherhood opposes this change in crew arrangements. The railway offered to install dual controls in the engines so that the engineer could operate from the opposite side of the engine, when his view from the right side is blocked by curves or buildings. It offered to put a trainman in the cab when extremely close operations are necessary.

Crews on passenger trains are not part of the dispute—only the fireman and engineer ride in the cab of these. The CPR feels that the fireman is necessary on passenger trains, because he operates the steam boiler which heats the passenger coaches.

strike. No agreement was reached. A further meeting was held on Monday, December 31; no agreement was reached.

At this time, the Canadian Labour Congress, through President Claude Jodoin, made it known to government officials that the CLC was available to act in any capacity that might prevent the strike. In conjunction with his offer, Mr. Jodoin referred to previous CLC suggestions that a council of labour-management-government be set up to study problems involved in growing automation, a major issue in the dispute.

On January 2, 1957, Hon. Milton F. Gregg, Minister of Labour, released the text of a telegram sent by Rt. Hon. C. D. Howe, Acting Prime Minister, to Mr. Crump and Mr. Gamble in a last-minute effort to prevent the strike. Text of the telegram follows:

Although Mr. Gregg and I are being inundated this morning with demands that the strike be stopped we know it is not necessary to emphasize again to you that the cessation of train service on the Canadian Pacific Railway lines resulting from the withdrawal of the locomotive firemen scheduled to take effect this afternoon will give rise to very serious inconvenience and hardship to many Canadian communities serviced by Canadian Pacific Railway lines as well as serious disruption in movement of grain, fuel and other essential commodities. The action will also affect the employment of many thousands of railway workers not directly involved in the strike as well as of workers in other industries.

In all the circumstances we strongly urge you to give favourable consideration to the proposal explored during our discussions, namely that strike action be cancelled forthwith and that the diesel issue be separated from the other matters in dispute and submitted to an independent tribunal for disposition and that the parties continue negotiations for settlement of other issues involved in the contract dispute. Same wire sent to Mr. Gamble. I would be glad to have your reply. C. D. Howe, Acting Prime Minister.

The following reply was received from Mr. Crump:

Referring to your joint wire date to Mr. Gamble and me regarding dispute between Brotherhood of Locomotive Firemen and Enginemen and Canadian Pacific Railway. As you realize from our discussions in Ottawa Canadian Pacific is keenly aware of the hardship and loss that will be suffered not only by other Canadian Pacific employees but by the many communities served by Canadian Pacific as well.

To prevent this calamity Canadian Pacific is still agreeable that the diesel issue be submitted to an independent tribunal for final disposition and that other issues be

settled by negotiations between the parties. Operations could be resumed forthwith on this basis. N. R. Crump.

Mr. Gamble replied as follows:

Re your tel today the Brotherhood appreciates the gravity of the situation arising from strike action and gave careful consideration to its many serious implications before reaching decision to withdraw from service of the Canadian Pacific Railway. Further it continues to bear in mind all of the adverse effects that may result. But in view of the several facts among them that the Canadian Pacific Railway is the only important railroad on the North American Continent refusing to withdraw those demands in the diesel issue and also refusing to grant locomotive firemen deserved wage increases the Brotherhood cannot conclude otherwise than that the primary responsibility rests with the company.

May we restate our position; that the important wage issue be settled on a basis such as granted other railway employees. We believe that an independent tribunal such as we discussed could render a valuable report on the diesel issue and we continue to be ready to work with such a tribunal in a thorough study of firemen duties and the universal acceptance of them by other than the employer in this case. W. E. Gamble.

At 4:00 p.m. on January 2 the strike began.

On January 8, a new session of Parliament began, and one of the first matters on the agenda was action to bring about an end of the strike. On January 11, Prime Minister St. Laurent informed the House that the strike had been ended and that trains would begin moving again the following day, January 12.

Terms of the agreement under which the strike ended was the granting of the pay raise recommended by the conciliation board, and the assurance that the Government would appoint a Royal Commission to study the "diesel-automation issue".

A number of Canadian cities and communities were reported to be seriously affected by the strike on the CPR.

Possibly the most gravely affected was Saint John, N.B., where the City Council, on January 5, declared a state of emergency. Mayor W. W. Macaulay said that a lengthy strike could turn Saint John into a ghost city". Prayers were offered in the churches for an end to the tie-up. Some 90 per cent of the traffic to the port's ocean terminals is moved by the CPR.

In Calgary, Edmonton, Medicine Hat and Pincher Creek in Alberta, several industries, among them coal mines and chemical and manufacturing plants, felt the strike pinch. More than 2,000 coal miners were laid off. Calgary, alone, listed more than 1,500 jobless due to the strike.

Saskatchewan farmers were affected by the strike because they depend on the CPR to move their grain to elevators.

In British Columbia, the worst hit city was Trail, where a layoff of 4,000 men was imminent at the Consolidated Mining and Smelting plant on January 9, because of a shortage of ore.

In Northern Ontario, some 1,000 men were idled at the Lakehead ports, when grain shipments stopped coming to the grain elevators.

Some of the mining areas in Quebec indicated that big-scale layoffs would occur if the strike went beyond various stated periods, anywhere from one or two days up to one week or more. Similar reports were made from numerous other centres across the country, in various industries.

The exact number of non-strikers put out of work by the strike, beyond the 65,000 railway employees, was difficult to assess, but it was estimated that several thousand were affected.

The Canadian house-building industry was advised to give some thought to reducing costs in order to tap the lower-income market, which is virtually untapped.

The market for \$15,000 to \$17,000 houses may not continue to display its postwar strength, the National House Builders' Association was warned last month by

F. F. Field, Quebec Supervisor of the Central Mortgage and Housing Corporation. He was speaking in a panel discussion of "Canada's Housing Outlook for 1957" at the Association's annual convention in Montreal.

The house-building industry had "done little to bring the day of a truly low-cost house closer," Mr. Field said.

# Occupations of University Women—3

Third instalment of article based on replies to questionnaire sent by Women's Bureau to members of Canadian Federation of University Women deals with dietitians, home economists and women in natural sciences

## The Home Economists and Dietitians

"In 1917 dietetics was a new field, one that seemed to offer unique opportunities for women. I have never regretted that I chose it for I have had a long interesting career, including secondary school and university teaching and work abroad under the expanded technical assistance program of the United Nations."—*A woman past fifty whose post-graduate studies in home economics in two American universities have enriched her varied professional activities.*

"Detailed as a messing officer in a CWAC depot during the war, I became interested in nutrition. Immediately after demobilization, using my DVA credits, I entered university to study home economics and then spent a dietetic internship in a large hospital. For six years I have been a hospital dietitian, directing dietary staff, supervising special diets, instructing student nurses in nutrition and diet therapy, supervising food storage and preparation and service to patients and staff."—*A woman in her forties for whom army experience was the key to a satisfying vocation.*

"Being a daughter in my family home was my first step into home economics. I learned home-making skills, including cooking, at an early age and was always fond of art and interior decorating. After graduating with a B.Sc. degree, I interned as a hospital dietitian and continued for a few years in that type of work. Later I went into the commercial field to be director of food service for a large firm."—*A married woman, at present occupied with her home and three small children, who finds her home economics training "invaluable in running a household".*

About one-third of all home economists are employed as teachers in elementary and secondary schools, colleges and universities, but teaching is by no means the only occupation open to graduates in this field.\*

\**Careers in Home Economics*, Canadian Occupations Monograph 39, published by the Department of Labour, Ottawa, gives useful information on the profession. A film-strip under the same title may be purchased from the National Film Board, 3255 Côte de Liesse Road, Montreal 3, Quebec.

Home economics teachers who replied to the Women's Bureau questionnaire were grouped with other teachers.

Of those remaining, nutritional work is the predominant occupation, and the largest number are hospital dietitians at various stages of responsibility, from practical assistants to supervisors of diet therapy and lecturers in nutrition. In smaller hospitals these women perform widely varied duties.

Next in number come those in the commercial field, including directors of food services in business and industrial establishments and clubs, and also demonstrators in the employ of utility and food production companies.

Closely allied to the first of these groups are several dietitians in charge of food services in university residences, whose work may involve supervision of several kitchens and dining rooms, as well as the ordering of food and planning of meals. A number of respondents fill civil service posts, both federal and provincial: planning educational programs through publications, radio and television, carrying on research in food products and providing consulting services in nutrition. Food hygienists are also employed by governments.

Several respondents are engaged in the more general field of home economics, working with women's institutes and 4-H clubs through the extension services of provincial departments of agriculture. One person who admits to a flair for writing does editorial work in nutrition.

As basic training the respondents, without exception, had elected undergraduate work in home economics. A hospital internship followed for those now engaged in hospital dietetics. One respondent took graduate studies in health education in an American university, specializing in nutritional factors in public health; several others completed higher degrees in home economics, some of them in American universities. Most of this last group are now engaged in teaching at the university level, and they are the only ones who have had international experience. A number

have added a business course to their equipment, and several plan to do so because "a dietitian needs that kind of training". Several plan to proceed to further study, most of them to the Master's degree in nutrition. One woman, at present in charge of the dietary department of a large hospital, would like to secure training in personnel management, and another, who is in government service, would like to study the food habits and consumption of other countries, looking for new ideas for the use of Canadian agricultural products abroad.

### Participation of Married Women

Close to one-half of the respondents were married women, most of whom are at present occupied with home and families; none of these has clearly formulated plans for returning to professional employment. Of those who are working outside their homes all are doing part-time work, for example, as demonstrators of food products or gas or electric appliances; one works seasonally as a judge of foods at fall fairs and exhibitions.

### Salaries

The highest salaries of the home economists and dietitians, excluding the teachers, are those of senior hospital dietitians, whose earnings are in the range from \$6,000 to \$8,000. The largest number of respondents fall in the range between \$3,000 and \$4,000; these include assistant hospital dietitians, federal and provincial civil servants, and cafeteria supervisors in various types of business establishment. Other food service directors are receiving from \$4,000 to \$6,000 a year. Part-time workers and some of the assistant hospital dietitians reported a net salary of between \$2,000 and \$3,000.

### Reasons for Choosing the Profession

"Home economics appealed to me as a good course for a woman. It is excellent preparation for marriage and also offers a wide choice of interests for a career," writes one of the respondents. A sense of its unique suitability for women is the most frequent reason given for choosing this profession.

Several women trace their decision to home influences and interest awakened through relatives or friends who were in the profession. Two persons tested their interest by summer work in a hospital diet kitchen. Interest in food and textiles awakened in home economics courses at school led several to decide to enter the

field. One person began to study nursing but found hospital dietetics more congenial. Another, brought up on a farm and belonging to a 4-H club, had come to believe that home economics has an important place in rural welfare and this conviction became the motive of her professional choice.

### Difficulties

"Too much work for too few dietitians." Lack of trained personnel and the low salaries that in part account for the shortage are the chief difficulties encountered by the home economists who replied to the questionnaire.

Those engaged in nutrition education experience a sense of frustration in being unable to reach "the people most in need of advice". There is some feeling, too, of prevalent indifference to nutritional values, "resulting from too much commercial advertising". The sense of defeat that comes from a failure on the part of the medical profession "to recognize the professional status of the home economics graduate" is mentioned by some senior hospital dietitians. A civil servant who complains of "a paralysis of initiative and ambition that is associated with the promotional system of the service rather than with the profession" reflects a sense of frustration that is mentioned by several others who are in government employ.

Irregular hours of work and the need to be "a 'jack of all trades', administrator, bookkeeper, teacher and so on,"—unpredictable, time-consuming demands that hinder specialization are handicaps mentioned by several respondents.

### Sources of Satisfaction

The satisfaction of being able to help people maintain good health by improving their dietary habits while still living within their budgetary limitations stands out in the experience of this group of women. Food therapy, which contributes to the welfare and rehabilitation of patients, is especially gratifying work. One hospital dietitian puts it this way: "Work on special diets with interested intelligent patients is always rewarding."

The sense of being a useful person whose experience is expanding in a realm that is uniquely "a woman's field of work" pervades all of the responses. Several mention the satisfaction of personal contacts with all kinds of people and a number who have worked in both commercial and hospital environments express a definite preference for the latter because of the daily realization of being helpful to others.

## The Women in Scientific Professions

"Natural and early interest in nature prompted me to study biology, and I became an entomologist. My first assignment was the handling of foreign insect parasites brought to Canada to combat the spruce sawfly which, having come from Europe, was rapidly infecting Canadian spruce trees. Because of our large forest areas chemical control of the pest was impossible, and there were no native parasites that would attack the sawfly. Later I worked on parasites that destroy grasshoppers on the prairies to learn how they might be used more efficiently in preventing the destruction of crops by grasshoppers. At present I am doing research concerned with the effect of environmental conditions on the reproduction of hymenopterous parasites."—*A married woman in her forties with a full-time job as well as her household who, having no children, has been "glad to be able to use 'her' skill and knowledge in a useful job".*

"Despite the adverse counsel of my friends and relations, I chose biochemistry and physiology because of my special interest in scientific studies. For several years after completing the M.Sc. degree I was a 'lab.' demonstrator at the university but I decided to leave academic circles for industry, where opportunities for women are greater, and am now doing biological research in a large pharmaceutical firm."—*A French-Canadian woman in her thirties who enjoys working out problems in the laboratory, feels that she may be helping to lessen human suffering.*

"Cancer research is my field. I am responsible for work on the physical basis of radiation treatment of the disease and for developing new techniques in the use of radioactive isotopes for diagnosis. I was always interested in physics; the field was open and there was a great need for hospital physicists. A bursary from the Canadian Cancer Society made it possible for me to take up the necessary post-graduate studies; my undergraduate course gave me only the bare foundation for my present work."—*A radiation physicist not yet thirty who had just received a travelling fellowship for study abroad.*

"A scholarship in mathematics and science from high school directed me into science at the university. I specialized in chemistry and went on to post-graduate work in organic chemistry. My professional experience was wholly in atomic research, extremely interesting work with congenial associates but with very little

chance of advancement for women."—*A young woman now married and not at present employed who chafed under lack of professional recognition because of her sex.*

The variety of careers in the natural sciences represented among the respondents to the Women's Bureau questionnaire is apparent from the table given below.

Laboratory technicians, all but two of them under forty, form the largest group. Their work includes laboratory testing related to blood analysis, the treatment of leukaemia, haematology, hormone chemistry, diabetes, metabolism and pathology in general. One woman had worked alone, conducting all laboratory tests in a fifty-bed hospital. In most hospitals there are numbers of technicians, though the respondents record that there are never really enough. Work for laboratory technicians in industry was principally in the pharmaceutical field but also in the metal industries.

The usual pattern of training in the group has been a period in hospital or a public health laboratory following graduation from university, with specialization in science or in some cases home economics. Almost all of the group are registered technicians, members of the Canadian Society of Laboratory Technicians. One of the older women who had begun her professional life as a teacher, after graduate studies in bacteriology and pathology, worked with the medical section of the Red Cross in Europe and later, on returning to Canada, took refresher courses to qualify as a registered technician.

Next in number are the chemists, of whom an even larger proportion are in the younger age groups. In their undergraduate studies, mathematics, physics and physiology were in several cases combined with chemistry. The majority were employed immediately on graduation, usually in industry—aluminum, chemical, food, mining and petroleum—but also in government departments, where they were engaged in the analysis of soils and plant materials or in atomic research. A few had done advanced study and research in either organic or inorganic chemistry. Three were granted research fellowships; one of these, who recently came to Canada from Great Britain with a Ph.D. degree, is doing post-doctorate work in metallurgical chemistry.

The bacteriologists who responded to the questionnaire were more evenly distributed by age and the largest number

# WOMEN IN SCIENTIFIC PROFESSIONS

Profession	No.	Age-group				Degrees			Marital Status		Number Currently Employed		Current Earnings (1956)						Employer			
		50+	40-49	30-39	20-29	B.A. or B. Sc.	M.A. or M. Sc.	Ph.D.	Single	Married	Single	Married	2000-3000	3000-4000	4000-5000	5000-6000	6000-8000	Government	Research Foundation	Industry	Hospital	University
Laboratory Technician...	16	1	1	6	8	14	2	.....	4	12	4	1	4	.....	1	.....	.....	.....	.....	4	10	2
Chemist.....	12	.....	1	1	10	8	2	2	5	7	5	1	.....	5	.....	1	.....	3	1	6	.....	2
Bacteriologist.	11	3	2	2	4	9	1	1	5	7	3	3	1 (1)	3	.....	.....	2	2	1	1	2	5
Biologist.....	9	.....	4	3	2	5	3	1	5	4	4	2	1 (1)	2	2	1	1	6	.....	1	2	.....
Biochemist....	4	.....	1	3	.....	1	3	.....	1	3	1	1	1	.....	1	.....	1	.....	.....	2	.....	1
Meteorologist..	2	.....	.....	2	.....	2	.....	.....	1	1	1	.....	.....	.....	1	.....	.....	1	.....	1	.....	.....
Geologist.....	1	.....	.....	.....	1	1	.....	.....	.....	1	.....	1	.....	.....	1	.....	.....	.....	.....	1	.....	.....
Physiologist...	1	.....	1	.....	.....	.....	.....	1	1	.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Physicist.....	1	.....	.....	.....	1	.....	1	.....	1	.....	1	.....	.....	.....	.....	.....	1	1	.....	.....	.....	.....
Total.....	57	4	10	17	26	40	12	5	23	35	20	9	7	10	7	1	4	14	2	16	14	11

(1) Part-time.

had found employment in universities. Some of these were research assistants whose work includes setting up the laboratory for students and occasional stenography, as well as research. Others were engaged in full-time research projects, usually in some phase of diagnostic bacteriology. This last field is the predominant one also for those employed by public health laboratories or research foundations. Two women were working in dairy bacteriology. Only two of the group, both past fifty, had taken studies beyond the B.A. degree. One of these has a Ph.D. degree and is now doing advanced research in the diagnosis of disease. The other, now married and retired, worked in the Connaught Laboratories in the 1920's and "was greatly intrigued by the strides made in bacteriology during the negotiations on insulins and toxoids".

Botany and zoology had claimed equal numbers of the biologists. The botanists had worked in such fields as seed analysis, wheat breeding and plant pathology, while those with a major in zoology had been in nutritional work, haematology and fisheries research. The majority of both groups had been employed by agricultural departments or institutions of provincial and federal governments. Four of the group had taken post-graduate work, one of them proceeding to a Ph.D. degree in wheat cytology and genetics, a field of research on which she has concentrated for 16 years.

Of the miscellaneous group remaining, only one person, a physiologist, has completed the Ph.D. degree. She is now a research associate in a university department of physiology. Pharmaceutical and chemical research had engaged the four biochemists, three of whom have Master's degrees. Both of the meteorologists, who specialized in mathematics and science at the university, had worked in the weather service, taking weather observations and plotting maps. One of them, however, is now doing editorial work in industry. Only one woman, a radiation physicist, had specialized in physics.

### Participation of Married Women

Well over three-fifths of these respondents were married women, of whom more than a quarter were professionally employed, all except two in full-time work. The future hopes and plans of those who were occupied with their homes and families indicate a high degree of continuing interest in their professions. "When my children are older I should like to go

back to scientific work," writes one who might be the spokesman of the majority. Several express a desire to prepare themselves for teaching science; one plans to study veterinary medicine; one would like to take scientific library training because the skills involved would not get out of date. Nevertheless, several of those past thirty have met restraints against employment because they are married. "I should have liked to work after my marriage but a married woman was regarded as unemployable," writes one woman. Another who is a federal civil servant has found "reassurance in the new Civil Service ruling regarding married women". One woman, however, who had returned to professional work after 15 years spent in her home, finds it "difficult to keep the family together and to work at the same time"; and an older woman who worked for nine years after her marriage found that "loyalties were divided" and she was not happy in the dual role. Only one woman from the vantage point of marriage regrets having specialized in science at the university; she thinks that a course in home economics would have been better preparation for running a household. On the other hand, still another writes of the satisfaction she has had in being able to interest her children in the marvels of nature.

### Salaries

On the whole the salaries of these women from the scientific professions are low, those of laboratory technicians particularly so, although there are biologists, bacteriologists and chemists also in the lower ranges. Of the four women in the group who received between \$6,000 and \$8,000 a year, two have Ph.D. degrees; one is a woman past forty with long professional experience, and the fourth is in the comparatively new field of radiation physics, in a work situation in which there are regulations insuring that there shall be "no discrimination in salaries on the basis of sex".

### Reasons for Choosing the Profession

A special liking for nature study, chemistry or physics, and sometimes also mathematics, either discovered or confirmed in high school, stands out among the reasons for having chosen a profession in the natural sciences. The influence of teachers or other persons in scientific work is mentioned frequently, and several who grew up on farms became interested in scientific horticulture as a result of

experiments in breeding for new and harder varieties of fruits, vegetables or grains. "My father did some interesting experiments during the war years and got ahead quickly," writes one woman.

For some, more clearly defined direction came later, for instance an interest in bacteriology that grew out of work with the microscope in the first year at university. In a number of cases the availability of a fellowship for research provided opportunity for specialized work that opened up new possibilities. A considerable number had wanted to be doctors, but for reasons of cost or in some cases ill health, were unable to fulfil this ambition and chose research and laboratory work instead. There are several people who gained insight into the nature of laboratory work through a period spent in hospital. One such woman, who belongs to a diabetic family, comments that she was "naturally interested in work that might bring aid to diabetics".

The inquisitive turn of mind of people who delight in hunting down "why's and wherefore's" marks the entire group, and they are people who, as one woman puts it, "enjoy work that involves hand as well as brain". This combination of native curiosity and a practical bent seems to have been a factor, recognized or not, in choosing to take up a scientific profession.

### Difficulties

"Working in a man's field a woman has to be better than her male contemporaries," writes one woman. Peculiarly frequent among those of this group is an experience of frustration that most of them attribute to their invasion of "a man's field". Low salaries, slow promotion and little or no recognition of work done by a woman are mentioned again and again.

One person, highly qualified in her field, was hired as a labourer and for

several years was refused professional classification because she was a woman. Although her status has since been rectified, the fact that such a situation occurred during the 1940's illustrates the tardiness of Canadian recognition of women in the natural sciences.

"No woman, however good her qualifications, ever crossed that invisible boundary to a higher classification where she could work on her own project," wrote one respondent who had worked in atomic research.

Indicative, at the same time, of rapidly changing thinking and practice is the fact that even within this small group there are several examples of the opposite kind of experience; women, especially in the employ of industry, mention not only excellent working relationships with male colleagues but also the satisfaction of equal treatment with men in job classifications and salaries. The only difficulties inherent in their work that are mentioned by the respondents are shortages of laboratory equipment and insufficient time to think because of the pressure of work.

### Sources of Satisfaction

"Exploring the unknown" and "always finding something new"—exploration, discovery and the challenge of new problems that stimulate imagination—are the chief sources of satisfaction these women have in their work. For the laboratory technicians there is "a sense of accomplishment and satisfaction in completing a difficult test," while those in more advanced research enjoy the "sense of working step by step closer to one's goal". Those whose work is in the medical field frequently mention the satisfaction of having a small share in relieving suffering and healing the sick.

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Access of women to education will be a major discussion topic at the 11th session of the Commission on the Status of Women of the United Nations Economic and Social Council, opening March 18 in New York.

Other items on the agenda call for consideration of political rights of women, equal pay for equal work, economic opportunities, nationality of married women, status of women in private law, tax legislation affecting married women workers,

and technical assistance programs in relation to the status of women and advisory services in the field of human rights.

For the discussion on the access of women to education, the Commission will have before it a report by the Secretary-General containing an analytical summary on discrimination against women in education, a report by UNESCO on access of women to education, and a preliminary report by UNESCO on employment of women as teachers.

# Rehabilitation in Newfoundland

Rehabilitation Branch of Newfoundland Department of Health has been in existence two years, during which time it has become one of most important aspects of that Department's work, St. John's paper reports

During the first two years of its existence, the Rehabilitation Branch of the Newfoundland Department of Health has become "one of the most important aspects of the work being carried out by the Department". This is the opinion of the St. John's *Daily News* in a recent article outlining the rapid development of rehabilitation since Newfoundland entered into an agreement with the federal Minister of Labour to share certain costs of a co-ordinated rehabilitation program. Money made available through the various health grants has also been used to stimulate rehabilitation services in Newfoundland as well as other provinces.

A Provincial Co-ordinator of Rehabilitation Services, Walter H. Davis, was appointed in December 1954.

In 1956, up to the end of November, the Rehabilitation Branch contacted 249 handicapped persons; during the same period 105 disabled applicants have been placed in employment with the co-operation of various agencies and are now considered rehabilitated. At present 43 persons are receiving vocational training or training on the job.

The main objective of the Rehabilitation Branch is to help disabled persons to become well-adjusted, self-supporting members of the community. In order to achieve this, a combination of services may be needed. Some of the most important are:—

1. Medical diagnosis, necessary to determine the nature and degree of disability, whether further medical attention is necessary, and what the disabled person's work capacities are. In Newfoundland, every disabled person may obtain a medical diagnosis free of charge.

2. Medical, surgical, psychiatric and hospital services often are needed to remove or reduce the disability. When needed, they are provided free of charge to any disabled person who has no means of paying for them himself.

3. Artificial limbs and other prosthetic appliance; these are provided on the same basis as medical service.

4. Individual counselling and guidance, furnished without cost to the individual. Persons who have gone through a long period of disability and resulting inactivity often need to re-adjust their way of thinking: while most disabled persons are usually conscious of their limitations, not all are aware of their capacities.

5. Vocational training, when necessary for the disabled person's return to employment, is financed jointly by the federal Department of Labour and the provincial Department of Education.

6. Placement in a suitable job, usually looked after by the Special Placements Division of the National Employment Service.

7. Follow-up, necessary to maintain close contact with the worker and employer for a reasonable length of time, in order to ensure that both are satisfied.

To prove that handicapped Newfoundlanders are doing many types of work, and doing them well, the Rehabilitation Branch has started a survey of disabled persons employed. So far, only government departments have been contacted, but already it can be seen that handicapped workers are doing just as well as their non-handicapped neighbours. At least 155 disabled persons are employed in government departments in St. John's.

Further evidence of the progress in the field of rehabilitation in the Atlantic Provinces is seen in the pamphlet issued by the Nova Scotia Rehabilitation Centre. The President of the Nova Scotia Rehabilitation Council, M. A. Wilson, describes the services now available at the Centre in Halifax. The main gymnasias are used for physiotherapy treatment sections while the solaria are used for occupational therapy. Any disabled or handicapped person living in Nova Scotia may receive the benefit of the rehabilitation service.

The Centre carries out the rehabilitation process along similar lines to the developments in Newfoundland.

# U.S. Women May Retire at 62

Amendment last year to Social Security Act permits eligible women to apply for reduced pensions from age 62. Payments began in December

Women in the United States can now receive retirement pay when they reach the age of 62, as a result of an amendment to the Social Security Act at the second session of the 84th Congress. Before the amendment, women had to wait—like men—until age 65 before they could claim retirement pay.

The amendment made it possible for an additional 835,000 women to claim benefits. At last reporting, some 221,000 of this eligible group had made application for retirement pay. Most of these were in the 62 to 64 age group.

Not all of the new applicants are working women. Some are dependent wives or mothers of wage earners, some are widows. Others have dependent children in their care.

Under the amendment to the social security law, the benefits differ for the various groups of women affected.

Following are a few examples of how women will be affected by the new situation.

Working women retiring at 62 will receive 80 per cent of the benefits they would get if they waited to retire at 65 or older. A woman entitled at 65 to maximum benefit—\$108.50—would get \$86.50 if she retired at 62.

However, if she is past 62 but not yet 65, she will receive an additional five-ninths of one per cent of the basic benefit for each month's delay of retirement up to 65.

Wives of retired workers can get 75 per cent of benefits they would receive at 65, plus 25 thirty-sixths of one per cent for each month beyond the age of 62. A wife eligible for the maximum benefit—\$54.30—will get \$40.80 if she retires at age 62. Women in this group, usually younger than husbands, may find it advantageous to retire early, and increase the family income when most needed—when husband retires.

\* \* \*

Higher minimum wage rates for women workers throughout the province of Manitoba have been approved by the government.

Under the new schedule, women 18 years of age and over employed in urban areas

may not be paid less than 58 cents an hour. The previous minimum was 55 cents.

In rural areas, the minimum is 54 cents, an increase of two cents an hour. Women under 18 in rural areas also gain. Previously, their minimum was 45 cents an hour, but now all employees under 18, male or female, must be paid at least 48 cents.

Most Manitoba workers already are paid above the minimum rates.

\* \* \*

Effective March 1, journeymen members of Toronto Local No. 28, International Brotherhood of Bookbinders, will receive an hourly wage of \$1.22½, resulting from the contract signed in 1956 providing for a 5-cent-an-hour boost in July 1956, and a further 5-cent-an-hour boost March 1, 1957.

Journymen bookbinders receive \$2.20 an hour, but must serve a four-year apprenticeship to qualify, as against a two-year term for journeymen.

Both men and women work a 40-hour week, and provisions are being made so that three weeks' vacation with pay will go to all who have 15 years' service with any one firm on or after July 15, 1957.

\* \* \*

Women teachers in the Ottawa Public School system have attained equal status with male colleagues. An equal pay for equal work edict was voted into effect at a meeting last month of the Public School Board.

The minimum salary for all teachers in 1957, as a result, will be \$2,800 per annum, compared with \$2,500 plus a cost-of-living bonus in 1956.

Maximum wages for all teachers is now \$6.100. Last year female teachers could make up to \$5,000, plus a cost-of-living bonus of \$300 or \$400, while men could make \$5,300 plus a \$400 cost-of-living bonus. The bonus is abolished.

\* \* \*

"Womanpower," a report by the U.S. National Manpower Council on the 21 million women now in paid employment in the United States, will be published this month by the Columbia University Press.

## 50 Years Ago This Month

Changes made in 34 agreements in last quarter of 1906. In 31 cases, wages increased or hours reduced; in two, wages increased and hours reduced; in other case, overtime for Saturday afternoon work allowed

Out of 34 cases in which changes were reported in wages or hours of labour during the last quarter of 1906, wage increases or reductions in hours occurred in 31 cases, in two cases both an increase in wages and a reduction in hours were reported, and in one case time and a quarter was allowed for Saturday afternoon. A report on a survey covering the period, given in the *LABOUR GAZETTE* for February 1907, stated that most of the workers affected by the wage changes were railway employees.

No changes in hours were reported for railway employees but the wages of machinists employed by the CPR were increased 10 per cent, of mechanics' helpers by 10 cents from \$1.65 to \$1.75 a day, and of boilermakers, by  $3\frac{1}{2}$  cents an hour. Conductors, baggagemen, brakemen and yardmen of the CPR also received wage increases.

Telegraph operators on the Père Marquette Railway had their wages increased from a range of \$40-\$55 to a range of \$45-\$60 a month, while train dispatchers received an increase of \$5 a month, which brought their pay to \$100.

Other changes included: carpenters, Calgary, hours reduced from nine to eight a day and wages increased to a minimum rate of 35 cents an hour; machinists, Toronto, time and a quarter allowed on Saturday afternoon; machinists, Victoria, wages increased 25 cents a day to \$19.50 a week; horseshoers, Toronto, hours reduced from ten to nine per day and wages increased from \$21 to \$22.50 a week.

Day rates for compositors in Vancouver rose from \$22.50 to \$24 a week, while night rates rose from \$24 to \$26 a week. In Victoria the rates for this occupation were increased from \$21 to \$24 for day work, and from \$25.50 to \$27 for night work. The wages of employees of the Imperial Oil Co. at Sarnia, Ont., were increased by amounts varying from 55 cents to \$1.20 for a week of 60 hours for most, with stillsmen and firemen on an 84-hour week.

The number of labour organizations formed in Canada during 1906 was reported to be 154, while 85 organizations were

dissolved, leaving a net increase of 69. This compared with 103 unions formed and 105 dissolved in 1905, a net loss of two unions. The greatest number of unions formed, and the greatest net increase in numbers, were in the building trades, where 44 organizations were formed and 18 dissolved.

A deputation representing the Trades and Labour Congress of Canada had an interview with the Prime Minister, Sir Wilfrid Laurier, and other members of the cabinet, in the middle of January, and presented resolutions adopted by the Congress at its annual convention the previous September.

The deputation, among other things, requested the establishment of a separate portfolio of Labour in the Dominion cabinet; expressed approval of a bill then before Parliament providing for the compulsory investigation of all labour disputes threatening the continuous operation of public utilities, such as railways, steamboats, telegraph and telephone lines, etc.; opposed a bill at that time before the Senate which was intended to prevent the intervention of international union officials in labour disputes in Canada; and requested legislation in favour of an eight-hour day in connection with government contracts. The appointment of a commission on technical education with a view to the establishment of industrial and technical schools throughout Canada was also favoured by the Congress deputation. The labour body spokesmen expressed opposition to any scheme of assisted immigration and favoured the exclusion of Asiatic immigrants.

The welfare scheme in effect at the establishment of the Williams, Greene and Rome Co. of Berlin, Ont., was described in the *LABOUR GAZETTE* for February 1907. The scheme included an "executive committee" to hear complaints and make suggestions. It was asserted that the plan's indirect benefit in promoting a spirit of mutual goodwill and confidence between employees and management had been great.

# INTERNATIONAL LABOUR ORGANIZATION

## ILO Drafts New Code of Practice on Safety and Health in Dock Work

Consists of 19 chapters dealing mainly with equipment on board ship and on shore, loading and unloading and handling operations, personal protective equipment, first aid, and safety and health organization

A group of experts called together by the International Labour Organization have completed their work on a code of practice on safety and health in dock work.

The Code of Practice consists of 19 chapters dealing mainly with equipment on board ship and on shore, loading and unloading and handling operations, particularly dangerous substances and environments, personal protective equipment, first aid, medical and welfare facilities, and safety organization.

The Code will be submitted to the ILO's Governing Body, which will decide whether it should be speedily made available to the authorities in the various countries concerned with the problems of dockworkers.

Sixteen experts and advisers from governments, the International Shipping Federation, and the International Transport Workers' Federation attended the meeting. The chairman was W. R. Hockaday, Deputy Senior Engineering Inspector of Factories, United Kingdom Ministry of Labour and National Service.

The experts were convinced that, taken as a whole, the Code of Practice constituted a body of advice that should be of value to all countries and of particular value to countries that are rapidly industrializing and whose experience in the safety and health problems of dock work is still insufficient.

The experts stressed the supreme importance of co-operation among national and local authorities, employers and workers in the promotion of safety and health in dock work.

The scope of the draft code may be shown by the following list of the chapter headings:—

- General Provisions.
- Wharves and Quays.
- Means of Access to Ships.
- Transport of Workers by Water.
- Protection of Hatchways.
- Access to Holds.
- Decks.
- Loading and Unloading Machinery and Gear.
- Loading and Unloading Operations.
- Transport Equipment and Operations.
- Lifting, Carrying and Piling Material.
- Warehouses and Storeplaces.
- Dangerous Substances and Environments.
- Personal Protective Equipment.
- Medical Aid and Rescue.
- Personnel Facilities.
- Selection and Training of Workers.
- Safety and Health Organization.
- Miscellaneous Provisions.

A brief account of discussions of automation at both national and international levels is given in the article, "Automation: A Brief Survey of Recent Developments," in the October 1956 issue of *International Labour Review*, monthly publication of the International Labour Organization.

The article includes interesting case studies of the social effects of the introduction of automation in factory and office in a number of countries.

# Over 500 Million Man-Days Lost in 7 Years through Work Stoppages in 28 Countries

More than 500,000,000 man-days were lost through work stoppages in 28 different countries over the past seven years, analysis prepared by International Labour Organization statisticians reveals.

More than 75,000,000 workers were involved.

The analysis indicates that though strikes and lockouts were more numerous in 1955 than in 1954, a particularly peaceful year, the situation still compared favourably with most postwar years.

Global figures were arrived at by ILO statisticians after examining available data from Argentina, Australia, Belgium, Burma, Canada, Ceylon, Chile, Denmark, Finland, France, Federal Republic of Germany, Hawaii, India, Ireland, Israel, Italy, Japan, the Netherlands, New Zealand, Norway, Pakistan, the Philippines, Puerto Rico, Sweden, Switzerland, the Union of South Africa, the United Kingdom and the United States.

The figures showed that total man-days lost through industrial disputes in these 28 countries dropped from 96.2 and 94.9 million in 1949 and 1950 respectively to 51.9 in 1951, rose again to 93.5 in 1952, and then fell off to 61.3 and 49 million respectively in 1953 and 1954. The estimated total for 1955 was 60,200,000 man-days.

Analysing the incidence of disputes by industry in seven selected countries, namely Australia, Canada, France, Japan, Italy, the United Kingdom and the United States, the study declares:—

The most striking feature is the impact of disputes in mining and quarrying: the rates of days lost in this industry are much higher than in any other industry and indicate that this branch was far more severely affected by disputes during the period covered—1949 to 1955—than any other.

This is true of all the countries surveyed except in France, where the rates of days lost in mining were no higher than in the metal and engineering industries.

There are no great differences between the rates of days lost in manufacturing, construction and transport and communications. However, two peaks are noticeable in transport: the 1950 peak reflects the particularly serious disputes which occurred that year in Australia and Canada, while that of 1953 corresponds to serious strikes in France.

More detailed information suggests that, of all transport workers, dock workers have been the most prone to strike and railwaymen the least, although sometimes there have been spectacular railway strikes.

Within manufacturing the highest rates of days lost clearly occurred in the metal trades, with the vehicle industry to the fore.

The textile industry, the food, beverage and tobacco industries, as well as the other manufacturing industries taken together, showed lower rates of days lost per employee than manufacturing as a whole.

Rates for the food industry were generally slightly lower than those for textiles, and within the textile industries the clothing industry was the least affected by disputes.

ILO statisticians, however, make the following points:—

The number of days lost through work stoppages is only a very small percentage of the total number of man-days worked. In the United States, in 1954, it was as low as 0.2 per cent.

It is seldom more than one day per worker per year and in many countries represents not more than one or two hours.

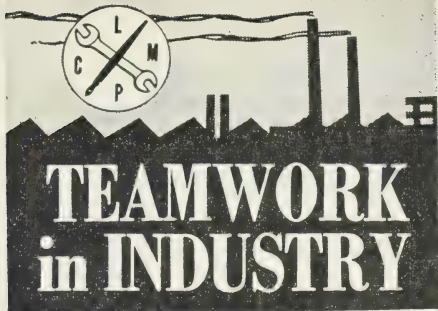
It is generally negligible when compared with the number of man-days lost through other causes such as illness.

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## 26 Nations Ratify Conventions in 1956

In 1956, for the second time in the history of the International Labour Organization, the annual total of ratifications of ILO conventions by member states passed the 100 mark. This mark was last achieved in 1952.

The 123 ratifications from 26 countries brought the total since the ILO's founding in 1919 to a figure at the end of the year of 1,650 from more than 70 nations. Of the 104 conventions that have been adopted by the ILO's annual conference, 88 have received sufficient number of ratifications to come into force.



Speaking on joint consultation in industry, Elroy Robson, National Vice-President of the Canadian Brotherhood of Railway Employees and Other Transport Workers, has said:—

“Labour-management committees are successful when they are properly encouraged by management. If they are only half-heartedly supported by management representatives they will fail. Workers have learned their trade and have learned how to work under proper supervision. Workers have not learned the art of management and when their representatives accept the responsibility of sitting on labour-management committees, they are entering into a new field. It therefore becomes the responsibility of management to assume leadership and step by step teach the committee some of management’s techniques.

“It is further the responsibility of management representatives to show that improved production will make it possible for management to improve working conditions and improve the standard of living for the workers involved. Management should never let increased production create short-time employment for the workers involved, without a thorough understanding with the employees of the economics involved.

“Workers can be relied upon to support good management. Labour-management committees will work if they are given the proper leadership.”

\* \* \*

The main interest of the labour-management committee at Mutual Press Limited in Ottawa centres around ways to improve productive efficiency and maintain a high level of performance from the machines. The range of matters discussed at an average meeting includes problems and subjects of production raised by management, good housekeeping, suggestions and ideas for improving general efficiency, special announcements of interest by either management or labour. These latter include changes in service schedule, personnel, etc., and problems of general welfare such as ventilation and other plant physical working conditions.

Emphasis in committee discussions tends very strongly towards matters of general efficiency, production, and good house-keeping. Both management and labour contribute to the discussions and provide an excellent example of an exchange of essential production information on equipment, materials used and other related items.

Employee representatives take a keen interest in matters discussed during meetings, and the employees generally are well aware of the activities of the labour-management committee and its purpose.

\* \* \*

A report of the Industrial Safety Subcommittee, of the National Joint Advisory Council of the British Ministry of Labour and National Service, has recently been published. The general conclusion of the report urges vigorous co-operation and effort between labour and management to help cut down the number of industrial accidents. The general conclusion of the report said:—

“Industrial accidents can be prevented by positive action, and when they happen they are a reflection on efficiency. Their formidable toll constitutes a challenge to industry, and their prevention is a task which industry must accept unreservedly. Maximum efforts to prevent accidents are justified on humanitarian grounds alone; their direct and indirect social and economic effects provide additional reasons. A firm foundation has been laid by legislation and by the accident prevention work done in industry ...

“There is need for more vigorous, more extensive, more sustained, and better organized efforts to prevent accidents in industry on the part of managers, supervisors and workers and also technicians, planners, designers and research workers, etc. The appropriate organizations of employers and of workers within industry and many outsiders can make an important contribution to these co-operative efforts to secure greater freedom from accidents. It is within the individual work places—the places where the accidents occur—that positive action to prevent accidents is of paramount importance.”

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during December. The Board issued eleven certificates designating bargaining agents, ordered one representation vote, rejected one application for certification, and granted one application for revocation of certification. During the month, the Board received six applications for certification, and allowed the withdrawal of two applications for certification.

### Applications for Certification Granted

1. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Consolidated Denison Mines Limited, Spragge, Ont. (L.G. Jan., p. 58).

2. The Order of Railroad Telegraphers, on behalf of a unit of employees of the Napierville Junction Railway Company, Montreal, classified as agent, telegrapher-clerk, and operator-clerk (L.G. Dec. 1956, p. 1544).

3. Canadian Merchant Service Guild, Inc., on behalf of a unit of employees classified as first mate, second mate, and third mate, employed by Branch Lines Limited, Montreal, aboard the vessels *Sprucebranch*, *Elmbranch*, *Cedarbranch*, *Firbranch*, and *Willowbranch* (L.G. Dec. 1956, p. 1544).

4. Canadian Merchant Service Guild, Inc., on behalf of a unit of employees classified as first mate, second mate, and third mate, employed by Powell Transports Limited, Fort William, aboard the vessel *Starbuck* (L.G. Jan., p. 59).

5. Canadian Merchant Service Guild, Inc., on behalf of a unit of employees classified as first mate, second mate, and third mate, employed by K. A. Powell (Canada) Ltd., Fort William, aboard the vessel *Starbelle* (L.G. Jan., p. 59).

6. Canadian Merchant Service Guild, Inc., on behalf of a unit of employees classified as first mate, second mate, and third mate, employed by The Algoma Central and Hudson Bay Railway Com-

pany aboard the vessels *Algocen*, *Algorail*, *Algosteel*, *Algoosoo* and *E. B. Barber* (L.G. Jan., p. 60).

7. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers and stationary engineer helpers employed by Consolidated Denison Mines Limited in its steam plant at the mining site area, Township 150, District of Algoma (L.G. Dec. 1956, p. 1544).

8. National Union of Operating Engineers of Canada, Local 850, United Construction Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of operating enginemen and operating engineman helpers employed by the National Harbours Board at the Port of Montreal (L.G. Jan., p. 60).

9. International Association of Machinists, on behalf of a unit of crew schedulers and crew clerks employed by Trans-Canada Air Lines at Halifax, Dorval, Toronto, Winnipeg, and Vancouver (L.G. Jan., p. 60).

10. General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of The Walter Little Limited, comprising drivers, warehousemen and maintenance men operating in and out of Kirkland Lake, New Liskeard, North Bay and Toronto, Ont., and Rouyn, Que. (L.G. Jan., p. 60).

11. International Longshoremen's and Warehousemen's Union, Local 509, on behalf of a unit of longshoremen employed by Coastwise Pier Limited in the loading and unloading of cargoes to and from coastwise ships, scows and barges in the Vancouver area (L.G. Jan., p. 60).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## Representation Vote Ordered

The Board ordered a representation vote of a unit of employees of Bicroft Uranium Mines Limited, Bicroft, Ont., following consideration of an application made by the United Steelworkers of America, with the name of the applicant only on the ballot (L.G. Jan., p. 60) (Returning Officer: F. J. Ainsborough).

## Application for Certification Rejected

Seafarers' International Union of North America, Canadian District, applicant, and Marine Industries Limited, Montreal, respondent (L.G. Dec. 1956, p. 1544). The application was rejected because it was not supported by a majority of the employees in the unit for which application was made.

## Application for Revocation of Certification Granted

The Board granted an application for revocation of certification affecting Dwayne A. Johns (Keith Sterling) and David Johnson, applicants, and National Association of Broadcast Employees and Technicians, respondent, and CKOY Limited, Ottawa, respondent (L.G. Jan., p. 60).

## Applications for Certification Received

1. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Westmount Moving and Warehousing Limited, Montreal (Investigating Officer: R. Trépanier).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003 which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territories of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch of the Director of Industrial Relations and staff are situated in Ottawa.

2. International Association of Machinists, Local 1522, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River, Ont., engaged in the repair and maintenance of motor vehicles (Investigating Officer: H. Perkins).

3. Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America, on behalf of a unit of barbers employed by the Canadian National Railways in the Chateau Laurier, Ottawa (Investigating Officer: P. K. Mutchler).

4. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of employees of Canadian Pacific Air Lines Limited engaged in installation and maintenance of electronic equipment at Vancouver International Airport, Sea Island, B.C. (Investigation Officer: G. R. Currie).

5. Seafarers' International Union of North America, Canadian District, on behalf of

a unit of unlicensed employees employed by the National Harbours Board aboard its tugs and barges in the Port of Montreal (Investigating Officer: C. E. Poirier).

6. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Greyhawk Uranium Mines Limited, Bancroft, Ont. (Investigating Officer: F. J. Ainsborough).

#### **Applications for Certification Withdrawn**

1. General Truck Drivers' Union, Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and The Walter Little Limited, Kirkland Lake, Ont., respondent (L.G. Dec. 1956, p. 1544).

2. International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers, Local 1565, applicant, and Canadian National Railways, respondent (Trascona Reclamation Plant employees) (L.G. Jan., p. 60).

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## **Cconciliation and Other Proceedings before the Minister of Labour**

### **Cconciliation Officers Appointed**

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:—

1. Shipping Federation of Canada, and Local 273, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove).

2. Hill the Mover (Canada) Limited, Ottawa, and Warehousemen and Miscellaneous Drivers, Local 419, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

### **Settlements Reported by Conciliation Officers**

1. Detroit and Canada Tunnel Corporation, Detroit, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (Conciliation Officer: F. J. Ainsborough) (L.G. Dec., p. 1545).

2. Shipping Federation of Canada, and Local 273, International Longshoremen's Association, Saint John, N.B. (Conciliation Officer: H. R. Pettigrove) (*see above*).

### **Conciliation Boards Appointed**

1. Algoma Central and Hudson Bay Railway, and Brotherhood of Railroad Trainmen (this dispute was in the first

instance referred to a conciliation board and not to a conciliation officer).

2. Eldorado Mining and Refining Limited (Beaverlodge operations), Eldorado, and International Union of Mine, Mill and Smelter Workers, Local 913 (Conciliation Officer: J. S. Gunn) (L.G. Jan., p. 63).

3. Dominion Shipping Company Limited, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: R. Trépanier) (L.G. Jan., p. 63).

### **Conciliation Boards Fully Constituted**

1. The Board of Conciliation and Investigation established in November to deal with matters in dispute between the Canadian National Steamships (West Indies) Limited, and Seafarers' International Union of North America, Canadian District (L.G. Nov., p. 1405) was fully constituted in December with the appointment of His Honour Judge W. S. Lane, Pictou, as Chairman. Judge Lane was appointed by the Minister in the absence of a joint recommendation from the other two members, Phillip F. Vineberg and Louis Leberge, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in November to deal

with the matters in dispute between the Polymer Corporation Limited, Sarnia, and Local 16-14, Oil, Chemical and Atomic Workers International Union (L.G. Jan., p. 63) was fully constituted in December with the appointment of Magistrate J. Hanrahan, Windsor, as Chairman. Magistrate Hanrahan was appointed by the Minister in the absence of a joint recommendation from the other two members, G. C. Richardes and Benedict Crowley, both of Windsor, who were previously appointed on the nomination of the company and union respectively.

3. The Board of Conciliation and Investigation established in November to deal with matters in dispute between the Canadian National Railway (Niagara, St. Catharines and Toronto Railway, and Oshawa Electric Railway) and the Brotherhood of Railroad Trainmen (L.G. Jan., p. 63) was fully constituted in December

with the appointment of His Honour Judge J. C. Anderson, Belleville, as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, QC, Toronto, and the Hon. Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the company and union respectively.

#### **Board Reports Received during Month**

1. Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions), including the Quebec Central Railway and the Dominion Atlantic Railway, and the Brotherhood of Locomotive Firemen and Enginemen (L.G. June, p. 684). The text of the report is reproduced below.

2. Shawinigan Falls Broadcasting Company Limited, and St. Maurice Radio Employees Union (L.G. Oct., p. 1272). The text of the report is reproduced below.

## **Report of Board in Dispute between**

**Canadian Pacific Railway Company**

**and**

**Brotherhood of Locomotive Firemen and Enginemen**

Your Board of Conciliation, established to deal with matters in dispute between the entitled parties, consisting of His Honour Judge J. C. Anderson, Belleville, Ont.; the Hon. Senator Arthur W. Roebuck, QC, Toronto, Ont.; and Mr. Emmett M. Hall, QC, of Saskatoon, Sask., met with the parties at the City of Belleville on the 9th day of June, 1956, to arrange the order of hearings and the sittings of the Board, and following this meeting your Board began to hear evidence in relation to the issues in dispute at Ottawa on June 2. These hearings continued on June 28 and 29 and on July 31 and on August 1, 2, 3, 7, 8, 9 and 10 and adjourned, and were again resumed and continued on October 29, 30 and 31, and on November 1, 2, 5, 6, 7, 8, 9, 12, 13 and 15.

At these sittings most of the time was taken up by the hearing of sworn testimony with relation to the Company's first requested amendment to the collective bargaining agreement, but in addition thereto the full submissions and arguments

of the parties were heard dealing with all other matters in dispute, and some considerable time was taken up by the Board both during and after the hearings in efforts at conciliation.

During December, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with the dispute between the Canadian Pacific Railway Company and the Brotherhood of Locomotive Firemen and Enginemen.

The Board was under the Chairmanship of His Honour Judge J. C. Anderson, Belleville, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Emmett M. Hall, QC, Saskatoon, and Senator Arthur W. Roebuck, QC, Toronto, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Hall. The minority report was submitted by Senator Roebuck.

The text of the report is reproduced here.

At all these sittings the parties were represented as follows:—

*For the Brotherhood:*

Mr. W. E. Gamble, Vice-President,  
Brotherhood of Locomotive Firemen  
and Enginemen

Mr. Arthur Garmaise and Mr. Douglas  
Cohen, Counsel

Mr. D. M. Paltiel, Economist

Messrs. John Graham, A. E. Matthews,  
L. H. Langley, Members of the  
Brotherhood Negotiating Committee;  
and Charles Phillips, Attorney, and  
T. M. Wanamaker, observers from the  
Head Office in Cleveland, were in  
attendance.

*For the Company:*

Mr. I. D. Sinclair, QC, General Solicitor  
Mr. John Pearson, Assistant Solicitor

Mr. S. M. Gossage, Manager of the  
Labour Relations Department

Mr. J. N. Fraine, Vice-President and  
General Manager of the Eastern  
Region.

The Company's requests for changes in  
the collective agreement are as follows:—

*Firemen—System*

1. Eliminate all agreements, rules,  
regulations, interpretations or practices,  
however established, which require the  
employment or use of firemen (helpers) on  
other than steam power, and establish a  
rule to provide that the Company shall  
have the unrestricted right to determine  
when and if a fireman (helper) shall be  
used on other than steam power.

2. Eliminate all agreements, rules,  
regulations, interpretations or practices,  
however established, which provide rates  
of pay and daily earnings minima for  
firemen (helpers) on other than steam  
power, and establish a rule to provide that  
in instances where firemen (helper) is used  
on other than steam power a minimum  
rate of \$7 per day of 100 miles shall apply.

3. Eliminate preparatory and inspection  
time arbitraries and provide that firemen  
when employed will be paid for all time  
required to report for duty until released.

4. Provide for initial terminal time  
payments in road service to be used to make  
up a short day on the same basis as final  
terminal time is now applied.

5. Eliminate mountain and valley differ-  
entials.

The union's requests for changes are as  
follows:—

1. Increase basic rates of pay in all  
classes of service by 25 per cent. All  
arbitrarities, differentials and special allow-

ances to be maintained and increased  
accordingly. Increased rates to be effective  
April 1, 1956.

2. One full day's pay for each statutory  
holiday not worked. When service is  
performed during any part of a statutory  
holiday the entire day will be compen-  
sated for on the basis of time-and-one-half  
the basic daily rate for the class of service  
concerned.

3. Allowable service for pension pur-  
poses will accrue on the basis of all  
time in service. The words "allowable  
service" will mean continuous relation-  
ships; absences for furlough or other  
reasons when seniority is unimpaired not  
to be deducted.

4. A fireman or helper taken from the  
seniority ranks of locomotive firemen shall  
be employed on all motor cars used in road  
service and propelled by diesel electric,  
gasoline, electricity or other power, and  
operated under the uniform code of oper-  
ating rules by an engineer.

Supplementary request of the union is  
as follows:—

5. Add to "Mileage Regulations": when  
a fireman is called for additional service  
out of his home terminal after he has  
attained the maximum mileage of 4,800 in  
passenger service or 3,800 in other service  
he will be paid at one-and-one-half times  
the regular rate, double time where over-  
time is involved.

6. Revise Article 5, Clause b(2) Eastern  
Region, Article 5, Clause b(5) Prairie &  
Pacific Regions as follows:

In the event of a fireman being dead-  
headed to an assignment at a station  
auxiliary to the main terminal, he is to be  
paid deadhead mileage in both directions to  
and from the main terminal. When assign-  
ments or runs are bulletined and no bids are  
received for positions at auxiliary terminals  
the junior firemen on the spare board at  
the main terminal will be required to man  
the assignment and will be paid deadhead  
mileage going to and returning from the  
assignment or run. The provisions of  
Article 29(q) will not be applicable to fire-  
men who are required to deadhead from  
their home terminal to fill assignments or  
runs at points which are auxiliary to their  
divisional home terminal.

• The verbal exchange which took place  
at the opening of the hearings on June 27  
between Mr. W. E. Gamble, speaking on  
behalf of the Brotherhood, and Mr. I. D.  
Sinclair, speaking on behalf of the Com-  
pany, underlined the fact that each party  
entered upon the proceedings displaying an  
attitude of no compromise on the prin-  
ciple involved in the Company request  
No. 1, which will hereinafter be referred  
to as "The Diesel Issue". If the Company  
had seen fit to accompany its proposal on

the diesel issue with a concrete blueprint, spelling out in detail what provision it was willing to make for the 1,000-odd firemen who would be immediately cut off the payroll, and the not inconsiderable number of other firemen who would ultimately lose their employment if the company request were granted, the no-compromise position which the union throughout maintained might have been at least in some respects relaxed or modified.

If the Board had found it possible to assist the parties to make progress towards the solution of "The Diesel Issue", the settlement of the other matters in the dispute might have been attainable. The opening attitude of no compromise which may have been caused in part at least for the reasons above outlined appears, from a perusal of the record, at the commencement of the hearing on June 27, 1956. Then Mr. W. E. Gamble, on behalf of the Brotherhood, said:

I have a short statement I would like to present to the Board before we go ahead, if I may have that privilege.

Mr. Chairman, Members of the Board: Our understanding is that the primary function of a Board of Conciliation is to bring about an amicable settlement. This understanding appears to be supported by Section 32(1) of the Industrial Relations and Disputes Investigation Act, which reads as follows:

"A Conciliation Board shall, immediately after appointment of the Chairman thereof, endeavour to bring about agreement between the parties in relation to the matters referred to it."

This Brotherhood is prepared to co-operate with your Board in carrying out this function, and we would draw to the attention of your Board some very important facts.

Our parallel dispute with the CNR was amicably settled although our demands and those of the Company were essentially similar to those at issue before this Board. We solemnly state that our additional demands on the CPR, while important, should not and will not necessarily stand in the way of a settlement.

It is our considered opinion that the course now being pursued by the CPR can only make a settlement more difficult, will exacerbate relations between the parties and, if persisted in, will lead inevitably to a test of economic strength. If such a test is forced upon us we will not draw back from it as we will have no alternative. The very livelihood of our members, the continuation of our craft, and the continued existence of our organization are at stake.

We have alerted our membership to this danger and we are ensuring that, in case of a battle for survival, this organization will not stand alone, but will have the support of railway labour and of the trade union movement as a whole. Recent statements by our International President, Mr. Gilbert, and Mr. Kennedy, of the Brotherhood of Railroad Trainmen, should be instructive in this regard.

The Brotherhood of Railway Telegraphs-men in a convention last week in Montreal also pledged full support to us in our difficulties.

We charge the CPR with wilfully exacerbating relationships by injecting and demanding priority for their demand to remove firemen from diesel locomotives. They seek to obscure the fact that our wage and rules movement form part of the same wage drive pursued by all of the Canadian railway labour in recent months. By insisting that this case precede the Trainmen's and that their case be heard first, they seek to put across the idea that this is essentially a diesel case, which it is not.

Indications are that the Company will favour a formalized courtroom type of procedure (most unusual in these cases in the past), a method in which we have no confidence as it is well calculated to drive the parties further apart and make mutual understanding more difficult. We urge the Board to prevent such a travesty of conciliation. Settlement of a dispute requires the give and take of more or less informal discussion.

Finally, two days before these hearings were originally scheduled to take place the CPR delivered to us five copies of its "Case for the Company". Amongst other things this document brazenly demands "The elimination of firemen on diesels where these employees are not necessary for efficient operation".

This is then interpreted to mean that: "Generally speaking, no firemen would be employed on diesel locomotives in either freight or yard service; their employment on diesels would be restricted to passenger train service." For the few firemen left in passenger service, the document calls for "the establishment of a reduced basis of pay".

This means that firemen are to give up their jobs, see their craft die and their organization disappear. *These Are Not Negotiable Demands.* Their presentation to your honourable Board does not contribute to conciliation, but serves as a provocation. Any consideration given to these company demands by your Board can only drive the parties further apart and increase the likelihood of a withdrawal from the service.

We cannot believe that the Company's proposals for elimination of the firemen are presented for serious consideration here. The Company knows very well that firemen are essential to the safe and efficient operation of diesel locomotives and we are prepared to prove that the CPR attaches a great deal of importance to the fact. The only conclusion we can draw is that the Company's case on diesels is meant either as a bargaining counter or is really directed to people other than this Board—perhaps to the Board of Transport Commissioners for further freight rate increases—perhaps to the Government for some kind of subsidy. It is inconceivable that it was intended for serious consideration by us.

We urge your Board to make an immediate effort to bring the parties together with a view to settlement. We suggest that the expert witness, cross-examination type of procedure will lead to the adoption of rigid positions from which retreat and settlement will become more difficult. Experience with this procedure in the last non-operating

unions' case suggests that the procedure itself stands in the way of amicable relations and the settlement of disputes.

Once again we urge your Board to adopt an informal procedure, to look upon this case as being based essentially on our wage and rules demands, and to make an immediate effort at settlement.

This was immediately followed by a statement by Mr. Ian Sinclair, General Solicitor for the Canadian Pacific Railway, who was in charge of the employer's case in these proceedings. Mr. Sinclair said:

May it please the Board: The case for Canadian Pacific Railway Company has been in the hands of the Board and of the Brotherhood for some time. In consequence my opening remarks will be brief.

The case sets out the position of the Company and it outlines many of the facts that will be proved in evidence.

The evidence will show that the proposals of Canadian Pacific for revision of the collective agreements now before you should be recommended, because only by such revision will the company be given the right, in so far as firemen are concerned, to operate efficiently.

The company is asking your Board to recommend that it be permitted to take full advantage of the technological change arising from the use of diesel motive power and is asking your recommendation of its other proposals based on the principle that wages should only be paid when service is performed. When it is necessary to employ firemen on diesels, their compensation should be such as will reflect in a realistic way the work load, responsibilities and skill requirements of their employment.

It will be my purpose at this stage of these proceedings to present to you evidence in support of the proposals of the Company. In due course we will present our answer to the proposals of the Brotherhood. At this time all I need say is that in the light of all the relevant facts the proposals of the Brotherhood are unrealistic and present no basis for a fair and reasonable settlement of the dispute.

Failure of the Brotherhood to take into account the change that has been brought about by the wide and rapidly increasing use of diesel motive power is basically the reason the major part of the present dispute is before your Board.

Canadian Pacific must reduce its operating costs. The rail enterprise of the Company is being squeezed between costs of operation, which are predominantly payroll costs, and sources of revenue, which are circumscribed by competition. The inexorable force of competition is severely limiting the ability of the Company to meet increased labour costs. In due course I will draw to the attention of this Board some pertinent findings of the Board of Transport Commissioners dealing with this matter as well as the question of retroactive wage adjustments.

Inadequate net earnings threaten the ability of Canadian Pacific to make capital improvements sufficient to meet the demands of competition and to take advantage of technological change. The survival of Canadian Pacific under private ownership depends on reasonable net rail earnings. The Company has not in the post-war period achieved

reasonable net rail earnings. The position of Canadian Pacific is that in the long-term interests of the employees as well as the owners all unjustified and unproductive expense must be eliminated.

Feather-bedding practices or pay for no work must be eliminated. The proposals of the Company deal both with the elimination of feather-bedding practices and the elimination of unproductive expense.

The evidence will show that firemen are unnecessary on diesel locomotives in freight service and in yard operations.

I wish to say to Mr. Gamble in answer to his statement that I can assure him the company certainly wants him to take this into consideration. He said that it was questionable that this was intended for consideration by them. Right from the outset of the negotiations, and from the very time we first met Mr. Gamble in this issue, we have assured him as to how serious we are about this matter.

At the present time the employment of firemen in these operations results in an unjustified and unnecessary expense to Canadian Pacific of just under \$5 million annually. As the evidence will show, when dieselization on Canadian Pacific is virtually complete in 1961, this expense would be about \$9.7 million annually.

The Company's proposals are based on the elimination of a fireman except where he is necessary owing to the class of power or the type of service. Where a fireman is required on diesel power the Company proposes the introduction of a new basis of pay. The evidence will show the basis proposed by the Company of \$7 per 100 miles is fair and reasonable in light of the relevant factors in determining compensation for this type of work. The establishment of a realistic basis of compensation for firemen when employed on diesels, that is \$7 per 100 miles, would mean an immediate saving of \$491,000 per annum which would increase to just under a million dollars annually when dieselization is complete in 1961. The estimated savings from the other rules revisions proposed by Canadian Pacific would be approximately \$330,000 per annum or a total immediate reduction in labour expense of about \$5.8 million. After virtually complete dieselization of the Canadian Pacific system there would be a saving of about \$10.7 million per annum.

The Company is fully aware of its obligation to operate the railway safely. It has fulfilled this obligation with outstanding success and will continue to do so. The evidence will show that the elimination of firemen from diesels in freight service and in yards will not adversely affect safety. In fact the evidence will show that in regard to yard operations there is reason to believe that the elimination of firemen may well improve the safety situation.

The dispute that is now before you, Mr. Chairman, and members of the Board, is of the utmost importance. Undoubtedly the Brotherhood can see that technological change has destroyed the usefulness of many of its members' jobs. It can be expected that the Brotherhood will resist strenuously, but it is the position of Canadian Pacific that the Brotherhood must be told that firemen cannot be placed in a different position to that of other employees whose

jobs have been made surplus by technological change. Evidence will be given to show how this has happened in a number of employee categories in the railway industry as well as in outside industries.

The Company has given consideration to the effect of the implementation of its proposal on the firemen who will be displaced. It will be shown that all the firemen who will be displaced could be progressively placed in employment in other operating trades.

The importance of an efficient railway industry to the citizens of Canada is apparent to all. The efficiency and service of the railway industry is a matter of concern to the Canadian public as well as to those directly associated with the industry. The public demands efficient low-cost railway transportation. The proposals of the Company are put forward solely with the desire to carry out efficiently its statutory obligations; they are to maintain and operate efficiently the Canadian Pacific Railway and to provide essential transportation at a reasonable cost.

May I say just a word or two on some of the remarks of Mr. Gamble. First I should like to say something about the remarks about the Canadian National Railways. I have nothing to do with the Canadian National Railways. They have made a settlement with Mr. Gamble's Brotherhood, but I want the Board to know that in so far as the Canadian Pacific is concerned and its operations, it cannot afford that kind of settlement. In the extent to which its operations are dieselized in the Canadian Pacific, it would not be reasonable or fair, and would not give the Company the opportunity to provide transportation at the cost at which it should provide it.

SENATOR ROEBUCK: "I suppose the management of CNR would be the real judges of that."

MR. SINCLAIR: "I just said, sir, in so far as the Canadian Pacific operations applied, a similar settlement would not be fair or reasonable. I know nothing about what motivated the Canadian National Railways in making a settlement with the Brotherhood. I make that statement now so that it will not be coming up during these proceedings; I think it is best to clear it away at this time.

In so far as the Company is concerned, I wish to make it clear to the Board that our proposals are concerned essentially with the diesel case. It is the first major diesel case in Canada. It is the first time that all the facts dealing with this new motive power, and the effect it has had on operations and requirements of personnel, has been considered in detail, and in the light of the fact that of Canadian Pacific's total transport service about 50 per cent is now by diesel, I am speaking now of the year 1955, and I shall prove that point later.

With regard to Mr. Gamble's remarks about procedure, may I say it will be our purpose to bring only the facts before the Board."

Following that an exchange of views took place which indicated the impossibility of conciliation at that stage.

THE CHAIRMAN: I agree with Mr. Gamble that these matters should not be too formal, and I think you would agree with that too.

MR. SINCLAIR: That is right.

THE CHAIRMAN: We do not want to make it formal to the extent where it becomes difficult; on the other hand, we have to have a certain amount of decorum in order to get the facts before us.

MR. SINCLAIR: Yes; and our only purpose here is to get all the facts before you. Then when it comes to the conciliation aspect, that can be entered into with good heart and good faith, realizing that the other side is under the full impact of the facts. My first witness is Mr. Gossage.

MR. GAMBLE: Is there going to be any attempt at conciliation before the proceedings start? I would like to make it quite clear that we are willing to conciliate, but if the gentlemen from the other side are looking for a fight, they have come to the right place to get it.

THE CHAIRMAN: That is a good way to start off, because I at least know you are in good fettle.

MR. GAMBLE: We are not looking for a fight, but we are not going to run away from it either.

THE CHAIRMAN: Yes. You would be foolish to look for a fight and you would be foolish to run away from one; so, I conclude you are not foolish. I understand your statement, Mr. Gamble, to be based on the point that efforts at conciliation must be outside the consideration of this problem which Mr. Sinclair has just referred to, is that right.

MR. GAMBLE: Yes; we consider it to be ridiculous.

THE CHAIRMAN: Before hearing any evidence, if we should break off in an attempt at conciliation, do you rule out this proposal as to the firemen on diesels.

MR. GAMBLE: That would have to be ruled out, yes, sir.

THE CHAIRMAN: I think that is what we have to worry about at this stage. If you said that we could conciliate on everything, perhaps it would be wise to take a few minutes to see what could be done; but if you say conciliation will have to be based without any consideration of the question of firemen on diesel engines, then I suppose the obvious answer of Mr. Sinclair would be that that does not not form the basis for any possible conciliation.

MR. GAMBLE: I would first like to point out that we served notice on February 21, and it was not until twenty-one days later that we heard about any Company proposal, until we met them in Toronto.

THE CHAIRMAN: You may be quite right about that. But what I am saying is, if the Board should decide that it would be useful to make some effort at conciliation at this stage, would you leave the problem of the firemen on diesel engines in the picture, or does that have to be out of the picture before we start conciliation, as far as you are concerned.

Mr. GAMBLE: I may as well make it clear, we cannot consider this proposal with regard to the employment of firemen on diesel locomotives in a modified form.

The CHAIRMAN: That is what I understood your position to be at this stage. Therefore it is perhaps useless to spend any time on conciliation now. I hope that the position you and Mr. Sinclair have taken in somewhat rigid fashion will not be your final position. However, if that is your position at the moment, I do not see any advantage in attempting to conciliate at this stage.

Mr. GAMBLE: I only had in mind that we got along very well with the Canadian National, and were able to reach a settlement after they withdrew their proposal about diesels.

The CHAIRMAN: I should like to confer with the members of the Board for a few minutes.

The CHAIRMAN (after reconvening the Board): I understand Mr. Gamble to suggest that he thought we should make some effort at conciliation, and secondly that his case should be presented first to the Board. The Board feels we are adopting the proper procedure, and I wish to assure Mr. Gamble and members of his committee that the party which leads is not going to be given any advantage over the other party, that full consideration will be given by the Board to all matters as advanced by either of the parties. You may now proceed Mr. Sinclair.

## Investigation

Following the exchange above quoted in some detail, the Board received evidence under oath from both parties. The Company called 15 witnesses and the Brotherhood called 35 witnesses, and for the most part the evidence of the witnesses had to do with "The Diesel Issue". Wide latitude was granted each side in the tendering of evidence and the production of exhibits so that the fullest possible picture might be developed before the Board. Throughout the hearings at no time were members of the Board in disagreement as to matters of procedure or as to any rulings made regarding the admissibility of any of the evidence tendered by either party. The evidence was taken down by competent reporters and has been transcribed and appears in a record which runs to approximately 4,300 pages.

In addition to the receiving of evidence on the diesel issue, the Board spent approximately two days hearing the submissions and arguments of the Brotherhood and Company in relation to the Brotherhood's request for substantial wage increases and other important contract changes.

On Friday, November 16, the Board again met with the parties and with the concurrence of the other members, the Chairman, following an unsuccessful

attempt to find a basis upon which the conciliation could proceed, cautioned the representatives of both parties to take further time to consider the seriousness of the situation, pointing out to them that if both parties continued to maintain their adamant position that the unfortunate outcome might very well lead to the exhaustion of one or other of the disputants, or both of them, in industrial warfare which might well prove very disastrous to the whole economy of the country. The Chairman advised the parties that the Board would be quite prepared to meet again in a week or ten days, during which the parties would have time to further consider the apparent stalemate of the negotiations and reconsider their position in the hope that such delay and reconsideration of their respective positions, might open the way to possible agreement.

No further meeting has taken place, but before the meeting on November 16 broke up, in a last effort to bring the parties together, the Chairman asked each of them as to whether or not they were prepared to accept and give effect to any unanimous report or recommendation of the Board. The Brotherhood replied in the negative, the Company in the affirmative.

Because of the failure of the Board after the strenuous and extensive efforts put forth to bring the parties together, it now becomes necessary as directed by Section 35 of the Industrial Relations and Disputes Investigation Act to make its findings and recommendations. These are contained hereunder:—

## Findings and Recommendations

This dispute appears to be the first major one of its kind in Canada involving as it does a conflict on a point of principle arising out of automation on which the parties have been unable to find a common ground.

The impact of technological development has already been felt in this country in many industries and over a wide cross-section of certain types of business where the application of machines and electronics to the making and processing of business records is taking place at an ever increasing pace, and where the application of electronic processes and machinery to the telephone business is already far advanced.

The effect of technological development has changed the character of work for many people, has completely done away with work formerly performed by many people and is already requiring the re-training and the acquisition of new skills by countless others.

Technological change has not left the railways unaffected. The steam locomotive of a century or less ago is hardly recognizable beside the 89 per cent steam locomotive that was in common use on the railway up until the time the dieselization program made even this locomotive relatively obsolete. The steam locomotive of upwards of a century ago burned wood, and on the engine and tender a "wood passer" passed wood to the fireman who in turn fired the locomotive by hand and thus produced the power with which the engineer operated it. Then when the use of coal became common on steam locomotives, the "wood passer" passed out of existence but the fireman and the engineer still remained in the locomotive cab. Since then steam locomotives have undergone many improvements; many years ago locomotives became stoker fired and later on oil fired and many other mechanical improvements were made to the steam locomotive, and even with all these improvements, as one witness told the Board, the steam locomotive did not reach the height of its development up to the time when it began to be replaced by the diesel.

With all these changes brought about by the development and perfection of the steam locomotive, the fireman still remained necessary and his chief function, namely to produce power, still remained even though the character of his work had been greatly changed and the output of physical energy necessary had been greatly lessened with each improvement.

The Board was told that the railway does not intend to acquire any new steam locomotives and that although the program of dieselization on the CPR is quite recent, even in October 1956 it has 658 diesel units out of a total of 1,656 locomotives. In 1955 these 658 diesel units carried 45 per cent of all freight traffic, 60 per cent of all passenger traffic and were doing 65 per cent of the yard service work, and with the ever increasing pace of dieselization these percentages will rise rapidly and complete dieselization will be accomplished by the year 1961.

In our country where the cost of rail transportation is of vital interest to everyone, it is not surprising to find that the railway seeks the opportunity to take the fullest advantage of every technological improvement so that it may provide the most economical rail transportation service possible, and the Company says of course that its diesel proposal falls into this category.

Already through the use of diesels in 1955 the railway has saved in transportation expenses, according to the evidence, approximately \$18 million, and has in addition reduced the locomotive repair expenses by some \$6 million. These savings were necessarily accompanied by very heavy capital commitments. The railway has reduced the number of its mechanical employees by some 2,750 between 1952 and 1956, largely, it may be assumed, as a result of its dieselization program. Accordingly the Company now submits that it should be given the right to operate diesels in freight and yard service without firemen in the cab. The railway submits that just as the "wood passer" at one time was no longer required on steam locomotives now the fireman is no longer required on diesels as he does not perform any useful and necessary function. The railway submits that if it is allowed to operate diesels without firemen in freight and yard service that it will still operate efficiently and safely, and that there would result from such operation a minimum saving of \$5.4 million in the first year of such operation, and in 1961 an eventual saving of approximately \$10 million per annum.

The Board believes that the Brotherhood of Locomotive Firemen welcomes the progress and increasing productivity which advancing technology is every day making more possible, and if this is the view of the Brotherhood, they are in step with responsible labour leaders in Great Britain, in the United States, and in this country as may be seen from the following quoted statements and resolutions:

The Trades Union Congress of Great Britain meeting at Brighton, England, in September of this year, by a 4 to 1 majority accepted the advice of the General Council of that body to welcome automation but to do so with caution. Congress, the resolution stated, was not opposed to automation developments which it recognized as inevitable, but was resolved that the interests of Trade Union members be safeguarded against "any ruthless application of automation by employers".

Among the safe-guards it called for were joint consultation well in advance where automation is contemplated or to be applied, adequate maintenance for displaced workers, etc.

In introducing the subject of Automation to the British Trades Union Congress, James Crawford, President of the Boot and Shoe Operatives, said that much had been made of the changes in the psychological attitude that would be required, but that every mechanical advance in history had needed that when the adjustment had been made. Further in his address he said—"We Trade Unionists are in favour of technical change but we want conditions for other people to be as good during the changeover as can be managed by skilled negotiators." And

further speaking of the necessity of joint consultation between employer and employee if technological changes are to be brought about, he said that Unions should be consulted as soon as technical changes are contemplated, and not just a week before lay-off. "We will co-operate fully if we are brought in on the ground floor."

And in the United States the impact of automation was carefully studied recently in the hearings of the Sub-Committee of Congress on economic stabilization of the Joint Committee on the economic report in Washington, D.C. Walter P. Reuther, head of the Auto Workers and President of the Congress of Industrial Organization, and W. P. Kennedy, President of Brotherhood of Railway Trainmen, testified at these hearings. We note what these men say about automation. First Mr. Reuther:

One of the essentials of a strong and effective democracy is that we have leaders who attempt to anticipate situations which may arise and prepare in advance to deal with them. Too often in the past, nations have been surprised unnecessarily by economic and social dislocations. In the 18th and 19th centuries, for example, the first industrial revolution brought untold hardships to millions of families in Great Britain, partly because Britain at that time lacked both the economic knowledge to understand and control the forces at work and the democratic institutions of government through which the people could have called attention to their needs. In our own country, had we understood the economic forces that were eating away at the base of our apparent prosperity in the 1920's we surely would have been able to build safeguards into our economy that could have protected us from the collapse that followed.

In the spread of automation and the prospective large-scale industrial use of atomic energy—and the possible practical utilization of solar energy, as well—we are faced with mighty forces whose impact on our economy can be vastly beneficial or vastly harmful, depending on whether we succeed or fail in achieving economic and social progress that will keep pace with changing technology.

The willingness of this subcommittee to study these technological developments, and to look squarely at the potential problems they may create, gives hope that this time we will not be caught unaware. It gives us hope, too, that we may be able to foresee the threat to dislocations and take action in advance to enable us to enjoy the benefits for a new abundance, without first having to pay a heavy price in unemployment and human suffering.

What is the attitude of the trade-union movement, and specifically of the CIO, to this new technology of automation.

First of all, we fully realize that the potential benefits of automation are great, if properly handled. If only a fraction of what technologists promise for the future is true, within a very few years automation can and should make possible a four-day work-week, longer vacation periods, opportunities for earlier retirement, as well as a vast increase in our material standards of living.

At the same time, automation can bring freedom from the monotonous drudgery of many jobs in which the worker today is no more than a servant of the machine. It can free workers from routine, repetitious tasks which the new machines can be taught to do, and give to the workers who toil at those tasks the opportunity of developing higher skills.

The CIO insists that we must recognize these problems and face up to them. But our recognition that there will be problems, and serious problems, to be solved, does not mean that we are opposed to automation. We are not. We fully recognize the desirability, as well as the inevitability of technological progress.

We, in the labour movement today, have no complaint against the new technology of automation. We do not intend to let ourselves be misrepresented as opponents of automation.

We must do all in our power to make sure that the potential abundance of the new technology will be used with social wisdom to improve standards of living and welfare, and to provide increased leisure, for all Americans. These are great tasks. In the years that lie immediately ahead, we shall have to undertake these tasks, because the new technology confronts us with a tremendous challenge. If we refuse to accept that challenge, if we fail to solve the problems that will probably crowd us, we may be forced to undergo shattering economic dislocations that could threaten our whole economy and our free society.

If we accept the challenge of the new technology, if we use foresight and act wisely and vigorously, we can help to usher in an age of abundance and freedom the like of which the world has never known.

Then Mr. Kennedy:

No responsible trade-union representative, as far as I know, is opposed to automation as such. The fact is that our national security depends upon an increase in the rate of scientific advance in this country. While we in labour do not oppose but welcome and support policies designed to further our progress in science and invention, nonetheless we are concerned about the problems that may arise. There is little doubt that automation and other scientific inventions tend to reduce manpower requirements, and/or cause changes in the skills required of our labour force. These changes affect the stability of employment.

Our position as regards automation is clear. We are not opposed to technological progress. The rail worker wants to see the level of rail traffic rise. He wants to see the industry prosper so that he can share in the industry's gains.

Despite the negative attitude of certain carriers and the observations of our members that the result of the introduction of new automatic devices is the cutting off of employees and leaving them without work, they have co-operated with the carriers.

The attitude of our members is that as much as they dislike the prospect of automatic installations coming in and taking away jobs, they respect their contract.

We want to co-operate with management to the end that the future of our industry continues to be a bright one.

However, we believe that sound policy requires keeping the advance of automation under control, that it should not be permitted to cause sudden and substantial shifts in the stability of employment.

I have cited these facts to impress upon the members of this subcommittee, and the public, that although the introduction of technological advances in the past has been subject to certain rules and regulations worked out in collective bargaining between the railroad labour organizations and the carriers, it has not been a bar to progress or to the investment of new capital in the railroad industry.

We in the labour unions of the transportation industry welcome the application of science to our problems, for in so doing lies the great hope of lifting burdensome labour off our backs and of providing that level of good living which a full employment economy should make possible.

In Canada, Mr. Claude Jodoin, President of the newly formed Canadian Labour Congress, at its Constitutional Convention held in Toronto in April of this year said:

We feel confident that automation can make a very real contribution towards the increased standard of living, but it can also bring suffering and disaster to some individuals. Our organization must remain alert to this danger and be prepared to work co-operatively with management and government to avert any unfortunate results that might develop.

And in his Labour Day message, Mr. Jodoin is reported in part to have said:

We look forward to continued expansion in our country. We are just now beginning to realize the full potentialities within our boundaries and we are anxious to see that these are developed to the advantage of all our people. Paralleling the development of these resources—some in isolated parts of Canada—is rapid technological change in our factories and offices. These changes, many of which fall under the general heading of “automation”, offer new opportunities for a better standard of living. Their introduction presents a challenge to management, labour, and government. The Canadian Labour Congress renews its offer of complete co-operation with the other two parties so that technological changes can be introduced without disruption and suffering.

Firemen have over the years always shown a loyal interest in the railway industry, and this interest and loyalty still continues as was patent from the many expressions of interest and loyalty exhibited by the Brotherhood witnesses during the many days of testimony. The Board can only conclude that the firemen want to see the level of rail traffic rise, that they want to see the industry prosper and are not opposed to automation as such. The opposition of the firemen to the Company's request for a rule change

in relation to the use of firemen on diesels is based, first, on their sincere belief that firemen in freight and yard service are necessary on diesel locomotives for the safe and efficient operation of the railroad, and no doubt this belief, in part at least, stems from the fact that firemen have in the past always been necessary on locomotives, and that firemen presently employed as firemen on diesel locomotives, being proud of their craft, just cannot bring themselves to visualize how the diesel could be operated without their assistance. But the firemen oppose the Company's proposal on another ground, and perhaps when the matter is calmly viewed by the firemen, they may realize that the second ground of opposition has conditioned their thinking when they contemplate the Company's request. The second ground is that the firemen oppose the railway on the “Diesel Issue” because they cannot accept the result of the railway's proposal when to do so, it seems to them, would mean that the railway, who invited its firemen to become its employees and who assigned tasks to these employees which they believe with much justification they have faithfully carried out, would as a result of the implementation of the Company's proposal be allowed as a by-product of technological advance to cut them off from their employment and allow them to be casualties of automation without hope of sharing in the industry's gains by continuing to be employed by the railway.

It is with this picture before us that the Board now approaches the task of considering “The Diesel Issue”.

### **The Evidence—In General**

All the witnesses called by the Brotherhood took the position and were of the opinion, based on their experience limited though it was in certain instances, that firemen were necessary on diesels, both in freight and yard service, if the railroad were to continue to operate safely and efficiently. The Railway Company countered by evidence and opinions of experienced operating officers from all aspects of the Company's operations, mostly from men who have risen from the ranks, who testified that the railway could be run efficiently and safely without firemen on diesel locomotives in freight and yard service.

### **Freight Operations**

In freight service union witnesses said the fireman has the responsibility of not only patrolling locomotives, re-setting the

safety devices, reading gauges and making minor repairs en route, but also assisting the engineer in any other way the engineer may require, and is jointly responsible with the head end trainman and engineer for seeing that the code of operating rules are strictly obeyed. Their witnesses testified that firemen are often called upon to re-set safety devices en route and thus they are able to cut down the frequency and length and consequently the danger arising from unscheduled stops. Brotherhood witnesses testified that the automatic alarms went off at least once on practically every other trip on the average. Testimony was also given that the engineer relied on the fireman rather than on the trainman when it was necessary for him to check train orders, decide on place and time of meets and consider speed and braking application under different weather conditions and varying conditions of the roadbed. Union witnesses further testified that it was on the fireman that the engineer mostly relied for forward lookout on the left side, as the trainman's duties kept him largely engaged in checking the train on both sides from the engine back while the train was en route.

Company witnesses, on the other hand, pointed out from actual records compiled over many thousands of miles of operation, that on the average modern diesel the safety alarms which might result in the necessity of stopping the train en route occurred only once in every 7,000 miles. It was, they said, the engineer who in any event was responsible for re-setting safety devices, and if to do so required the stopping of the train in an unscheduled stop, they were quite prepared to accept the very infrequent delay which might result therefrom. In any event, they continued, even if the alarms went off as frequently as the union witnesses said, many trains moved by being driven by multiple diesels and when one unit goes "off power" the remaining units have sufficient power to continue the journey but perhaps at reduced speed.

Further, company witnesses pointed out that on only 200 of the present 658 diesels in use on the railway today can a fireman go back in the engine room en route, and that when the system is fully dieselized a fireman can only go back in the engine room in approximately 16 per cent of the diesels that will then be in use. Therefore, the company witnesses say, the possibility or likelihood of a fireman being able to re-set safety devices en route so as to keep the train running is, according to their

experience, practically of little consequence and does not appreciably contribute to the efficiency of operations.

Their witnesses contended that with a trainman in the locomotive cab, he can easily perform practically all the lookout duties now being performed by a fireman, and can do those without neglecting his present responsibilities. They further stated that while at one time they considered it would be useful for firemen to patrol diesels to make readings of gauges, notations of oil pressures and records of other operating deficiencies, the usefulness of such reports to the mechanical staff has proved of no value; and that accordingly, for clarification's sake, the Company has issued a bulletin, distributed to all engineers, and thus to all firemen, in which the fireman's duties are for all practical purposes confined to the duty of assisting the engineer.

The Board has no trouble in understanding that it is difficult for a fireman or engineer to contemplate or visualize the operation of a diesel in freight service without a fireman being present in the cab. This doubtless comes about largely because of the fact that a fireman has always been in the cab of a locomotive. The Board also realizes that without a fireman the responsibility for look-out will be upon two men, the engineer and the trainman, instead of upon three as at present. It would also appear most likely in the event of no fireman being on the freight locomotive that the engineer will have to do some things himself which while he is presently responsible for seeing done are usually now actually performed by the fireman.

While according to the evidence long freight trains on the Quebec North Shore Railway, over some 350 miles, have operated safely and successfully without a fireman (helper) being in the cab, no evidence was tendered and doubtless is not available to show that the practice of operating freight trains without a fireman has been successfully carried out on a large railroad under varying climatic and road conditions similar to those that exist on the country-wide CPR.

### **Yard Operations**

Yard locomotives work in yard operations normally with a ground crew of three men, of whom one is called the engine follower, and with an engineer and fireman on the locomotive.

Witnesses for the Brotherhood, while still maintaining firemen are necessary on yard locomotives to read gauges, re-set safety devices, patrol the locomotive, make

checks before boarding and upon leaving at the end of shifts, put particular stress on the necessity of having a second man in the cab for safety reasons, and to enable the yard work to be carried out with reasonable despatch.

They pointed out that although on diesels the engineer's view may be somewhat better than on steam locomotives, nevertheless extending ahead of the engineer for some thirty to forty feet is a large box housing the diesel engine, and consequently on the whole left side (front and rear) there is a very restricted view. The witnesses say that whenever the track in the yard curves to the left, the view ahead is lost on the engineer's side and the fireman on the left side has then the only view available. Accordingly they say it is not only the practice but it is a necessity in frequent instances that the signal for movement of the locomotive be given first to the fireman who relays it to the engineer.

It would appear from the evidence, whether by reason of practice or necessity, at the present time in not a few instances and situations signals are in fact given first to the fireman who relays them to the engineer. Company witnesses, however, point out that the Company's instructions are that in any case where the engineer's view is so restricted that movements of the locomotive cannot be made in safety, that it is the duty of the engineer to stop and proceed only on signal from the ground crew given direct to the engineer. Company witnesses admitted that in certain places on industrial sidings the engineer's view, because of curvature and restricted clearances, may be such that it would not be possible to give a signal for movement from the ground direct to the engineer, and that in these special situations the Company is quite prepared to make some provision to take care of them by increasing the engine crew if necessary. They also point out that it is quite possible, if found warranted, to equip yard locomotives with dual controls so that they can be operated from either the right or the left side. Further, Company witnesses say that it must be remembered that the speed of locomotives in yard service is always quite restricted.

### Safety of Operations

Throughout the evidence, Brotherhood witnesses, in dealing with operations in both freight and yard service, gave it as their opinion that firemen are needed for the safety of the public and of the company employees. At the same time more than

one Brotherhood witness praised the safety program of the CPR and freely acknowledged the continual emphasis that the operating officers placed on the importance at all times of the safe operation of trains.

It is common knowledge that on this important phase of railway operation, Parliament has given the Board of Transport Commissioners wide jurisdiction and power. Section 290 of the Railway Act, R.S.O. 1952, Chapter 234, reads:

I. The Board may make orders and regulations;

- (i) Designating the number of men to be employed upon trains, with a view to the safety of the public and employees;
- (j) Limiting or regulating the hours of duty of any employees, or class or classes of employees, with a view to the safety of the public and employees;
- (l) Generally providing for the protection of property, and the protection, safety, accommodation and comfort of the public, and of the employees of the Company, in the running and operating of trains and the speed thereof, or the use of engines by the Company on or in connection with the railway.

If the Company's diesel rule were adopted there would be the engineer and the head-end trainman in the cab and on passenger service there would continue to be as at present the engineer and fireman (helper) in the cab of the locomotive. It is only in yard service on locomotives used for switching that the change in the diesel rule would leave only one man in the cab—the engineer—and there, according to the Company witnesses, the rules provide that he moves the locomotive only on direct signal from one member of the ground crew of three that are always present during yard operations.

### General Conclusion

The Board has not undertaken to discuss and analyse all the evidence tendered in support of and against the Company's proposal for a change in the "diesel rule", but it has taken all the evidence both pro and con into consideration and has examined all the exhibits and has weighed carefully the submissions and arguments of counsel for the Brotherhood and for the Railway.

The Board's conclusion thus arrived at is that the Company has established, in the main, its contention and accordingly we recommend that the Company should be allowed to change the "diesel rule" which would allow it to operate locomotives in freight and yard service without a fireman in the cab upon the understanding, however, that if as a result of actual operating

experience it appears that in some circumstances the services of the fireman (helper) might again be required, a modification of the rule might again be necessary and would then become the subject of further bargaining at a time when another agreement is being negotiated.

**Limitations on Immediate Application  
of the Company's Diesel Proposals,  
and Social Implications resulting  
from a Change in the  
Diesel Rule**

Assuming, as we do, that in the light of the conclusions and recommendations arrived at as set out above, and upon further and mature considerations, both the Brotherhood and the Company will turn their attention to the means and methods by which the implementation of the change in the "diesel rule" may be carried out with the least possible deleterious effect on the individual firemen concerned, we now proceed to discuss and consider how the change in the diesel rule should be applied.

Firemen have been invited by the Company, from time immemorial—whereof the memory of living man runneth not to the contrary—to assume their place and perform their duties in the cab of the locomotive with the engineer. Before employment a fireman has been carefully screened, his general education has been declared satisfactory, his eyesight has been found good, and his health has been pronounced excellent; and upon assuming his place in the cab he has been expected to and has familiarized himself with all his duties and has faithfully discharged his share of the responsibility required of him to see that the uniform code of operating rules is adhered to strictly.

The fireman has undertaken to learn all phases of railway operation required of those who would one day become the engineer responsible for the safe movement and efficient handling of that costly and complicated piece of modern machinery known as the diesel locomotive. He has applied himself to learning by study and experience all he can about the operation of the locomotive so that he will be able when called upon by his employer to satisfactorily perform the responsible tasks that all locomotive engineers are required to undertake. Up to the present time a fireman has only been able to look forward, after faithful and efficient service as a fireman, of from between nine and twenty years, depending on conditions, to the time when he may be classed and set up as a fully qualified engineer. That is his only

line of promotion. He must pass qualifying examinations not only in relation to the operating rules but on many characteristics of the diesel locomotive and its handling under all conditions, to the end that he will on that day, when he is set up as an engineer, be it nine or twenty years away, be fully prepared to run the locomotive.

If he is to attain his goal as engineman he must, during his years of apprenticeship, never be guilty of a breach of operating rules or unsafe railway practice, on the pain of being set back in seniority or, in the case of more serious breach of rules or instructions, perhaps even being dismissed.

A fireman cannot use the skills that he has acquired in any other useful occupation if at any time he should desire to leave or be dismissed from the railway service. A machinist, an electrician, a mechanic, a boilermaker, a toolmaker, or many other skilled tradesmen in the railway service, are constantly being accorded opportunities for alternative employment in a variety of industries and situations where they can put their skills to work, and find satisfaction in equally interesting and attractive work, sometimes at increased rates of pay. If a fireman is cut off the payrolls he not only loses his seniority and his opportunity of promotion and increased earnings, but he can find no other work outside or inside the railway service where the skills he has acquired can be used. Here it might well be said that if one can judge from observation of the firemen who gave evidence in this hearing, the Canadian Pacific Railway is at the present time served with a loyal and devoted body of firemen keenly interested in their work, constant in their application, and ready and willing at all times to sacrifice time away from home and many comforts which others in other occupations enjoy as a matter of course.

The striking-off the payroll of firemen merely because of the large savings which automation offers, and in circumstances under which by not even the greatest stretch of the imagination could it be considered any fault of their own, is a much too exacting and far-reaching sacrifice to expect experienced firemen to be called upon to bear in the name of technological change.

Accordingly, your Board, while finding the Company's diesel proposal reasonable in principle, *Recommends that the Company Continue to Employ all Firemen (Helpers) who are at the Date of the New Agreement on the Firemen's Roster and*

*who have Passed their Engineer's Qualifications and/or Attained Three Years of Seniority as Firemen.*

The Board further recommends that the Company give an undertaking to the Brotherhood not to seek, when future contracts are open, the right to release these firemen from employment or to transfer them to other employment with the Company where their direct line of promotion would not be to engineer, provided that the Brotherhood at the same time give an understanding to the Company which would provide that if at any time in the future it should agree to allow the CNR to release from employment any or all of its firemen (who are qualified as engineers) or to allow the CNR to transfer to other employment any or all of its said firemen, where the direct promotion is not to engineer, it would at the same time allow the CPR to do likewise.

During the forthcoming contract these firemen should be entitled to all the rights, privileges and pay or allowances, except where they presently differ, enjoyed or to be enjoyed by firemen who serve on steam locomotives. The Board further recommends that all firemen who have not, at the date of the signing of the new contract, attained three years' seniority or have not at the said date qualified as engineers by passing the required examinations should be continued in their employment as firemen (helpers) without loss of pay or diminution of rights or privileges for a period of three months. After the said three months the firemen in this category should be offered alternative employment in the Company's service without loss of pay and with full retention of seniority rights on the firemen's roster. These last mentioned firemen during the three months' continuation of employment, or at the end thereof, should, if they elect, be given the right to retire from the service of the railway with a severance pay equal to one and one-half months for each year of accumulated service as firemen. Such accumulated service would be calculated up to the signing of the new agreement. Thus a fireman with two years' seniority up to the signing of the new contract and wishing either before or after three months have passed from the signing of the contract to sever his connection with railway service, would be entitled to three months' severance pay; and other firemen who similarly elected would be entitled on a *pro rata* basis to receive similar severance pay. Wherever there is reference above to the date of the new contract, the date of the new contract shall be

considered as its actual date or February 15, 1957, whichever date is earlier.

If the parties to this dispute are prepared to adopt these recommendations, the railway after three months from the signing of the new contract would be able to transfer to other useful railway service approximately two hundred firemen, thereby saving on an annual basis within the first year of such transfer something over \$800,000, and would within approximately ten years (because new firemen would not be hired but presently employed firemen would be promoted to engineers upon the death or retirement of the present engineers) reap the full benefits of the savings that the Company indicates would be reached in five years if its proposals were completely adopted. It is our belief that if such fair treatment as we have above recommended were afforded by the Company to its firemen, the Company would be entitled to expect to receive and would in all likelihood receive, the same kind of devoted and loyal co-operative service which it now receives from the vast majority of all its employees in every branch of the railway operations. If the Company were to put into immediate effect to the fullest extent the powers sought in its proposal, it would mean that 1,050 firemen would be subject to immediate dismissal. If that were to be done the railway would be confronted with the possible loss of a very substantial part of the reservoir of good labour relations which it now enjoys with all its employees. This would be a high price to pay for the immediate savings which it estimates it would make.

### **Joint Committee**

It is our considered opinion that the implementation by the Company of the new diesel rule subject to the limitations in its effect upon firemen presently employed that we have recommended, can only be carried forward with the greatest possible benefit to the Company and the least amount of disturbance, uncertainty and disruption to the firemen presently employed, if the details and procedures of the implementation are put into effect after consultation and agreement between the parties. To this end we therefore propose and recommend that the parties agree to set up a joint committee of six members, three from the Brotherhood and three from the operating officers of the Company, the same to be constituted within one month of the signing of the new agreement. The responsibility and duty of this committee would be to discuss,

decide and put into effect all plans, rules, details and procedures necessary to enable the Company to carry out the new "diesel rule", while at the same time safeguarding the interests of the men affected both as to their assignments, overtime, size of pools, spare board assignments, monthly mileage, seniority listings and transfers, alternative employment, and any other matters concerning the conditions of employment of the men concerned affected by the change in the "diesel rule". The Board further recommends that within one month of the signing of the new agreement the parties jointly recommend and appoint a Referee whose duty would be, when any disagreement arises in the joint committee on the matters referred to and considered by it, to make a decision which would then become binding on both parties. In the event that such a Referee could not be agreed upon between the parties, the parties should provide that a Referee be appointed by the Minister of Labour for Canada. However, the new contract should also provide that if the union fails to appoint such a committee within one month from the signing of the new contract, that the Company would then be allowed to implement the change of rule unilaterally, subject always to the limitations imposed by these recommendations.

#### **Helpers on Passenger Diesels**

The Company proposes to eliminate all agreements, rules, regulations and interpretations of practices however established which provide rates of pay and daily earnings minima for firemen on other than steam power, and to establish a rule to provide that in instances where a fireman (helper) is used on other than steam power the minimum rate of seven dollars per day of one hundred miles shall apply. The Company says that it shall continue to use firemen (helpers) on passenger service, but that since the fireman's main duty on a passenger diesel locomotive would be to operate the steam generator, he should receive a reduced rate of pay.

If the recommendations above set out as to how the change in the "diesel rule" shall be implemented are accepted by the parties, this proposal of the Company will be merely academic for the term of the new contract. Therefore your Board does not see fit to make any recommendation with respect to this company proposal.

#### **Arbitrariness and Initial Terminal Times**

The Company's next proposal is that they should be allowed to eliminate "preparatory and inspection time arbitrariness and provide that firemen when

employed will be paid for all time from time required to report for duty until released, and that the rules should further provide for initial terminal time payments in road service to be used to make up a short day on the same basis as final terminal time is now applied".

The arbitrary allowances relating to preparatory and inspection time and initial terminal time are of very long standing, and the firemen regard these payments as being "built-in" to their wage structure and feel that any reduction made in the arbitrariness amounts to simply a reduction in wages. However, changing conditions appear to justify negotiations with regard to revision of the arbitrariness, and it is your Board's view that the Company and the union representatives might well themselves discuss revisions of the present "arbitrary" rules along with and at the same time as the Brotherhood might wish to discuss changes in other rules which they regard as outmoded.

#### **Elimination of Mountain and Valley Differentials**

After weighing the arguments and evidence put forward by both parties with respect to this request, the Board is of the view that there is some merit in the Company's request and it accordingly recommends that all mountain differential be reduced to the amount of the valley differentials but that the valley differentials be continued.

#### **Union Proposals**

- (1) *Proposal for Increase in Basic Rates of Pay in all Classes of Service by 25 per cent.*

The Brotherhood wage proposal is for an increase in basic rates of pay in all classes of service by 25 per cent, and that all the arbitrariness, differentials and special allowances be maintained and increased accordingly, and that the requested increase be made effective retroactive to April 1, 1956. It has already been stated that the railway has enjoyed the services of an outstandingly loyal and devoted body of employees who have carried out the requirements of their employment with industry, efficiency and enterprise. They have for the most part settled their employer-employee relationship around the table and their negotiations have been carried on in a spirit of friendliness, courtesy and reasonableness, the value of which in dollars to the railway can hardly be over-estimated. These are facts which your Board must consider when it enters

upon the task of recommending what, if any, wage increases should be afforded to the firemen.

The Board must also be aware, in considering the Brotherhood's wage demands, of the fact that the firemen's wage position has during the last few years suffered by comparison with that of skilled workers in other classes of industry; and at the same time the railway's ability not only to earn a fair return on its investment but to provide services at rates which it is within the power of the public to pay must not be lost sight of.

Wage settlements involving increases have been made with the non-operating unions and some of the operating unions of this railway, and we can see no reason why the same increases that employees in other branches of the railway service have received should not be extended to firemen.

Therefore your Board recommends that provided the contract which expired on the 31st of March 1956 be renewed for a term of twenty-six months until the 31st day of May 1958, it should be amended by providing among other things:

(a) All wage rates applicable to miles, hours, overtime, arbitraries and special allowances be increased by 7 per cent effective April 1, 1956, and by a further 5 per cent effective June 1, 1957, both increases on rates in effect on March 31, 1956; provided, however, that the \$4.25 per month per employee included in these increases subsequent to January 1, 1957 be in lieu of health and welfare benefits.

The recommendations for increased wages and other allowances, the Boards feels, should apply to all firemen, whether operating steam or diesel locomotives, provided that the parties adopt the suggested "diesel rule" change together with the limitations and reservations in its application that have been recommended above. The Board makes this recommendation because we believe that while some firemen will remain on diesels as helpers, they may from time to time also fire steam locomotives, and in any event the railway could always require them to serve either on steam or diesel locomotives and they should not be penalized by being required to accept lower wages while operating as firemen on diesel locomotives than while operating as firemen on steam locomotives.

## (2) *Statutory Holidays.*

The union has requested that the new contract provide for one full day's pay for each statutory holiday not worked. The payment for statutory holidays is now so widespread in industry and it is already

enjoyed by the non-operating groups in the railway's employ and has been accorded in part to the trainmen's group with this railway, therefore we see no reason why the same provision for statutory holiday pay as was allowed to the trainmen in their recent contract should not be granted to the firemen.

For these reasons we recommend that the new contract contain a clause which will provide:

*Statutory Holidays*—Effective January 1, 1957, all regularly assigned yard firemen shall receive eight hours pay at *pro rata* rate for each holiday hereafter specified, provided it does not fall on their assigned days off or during their vacation period. If required to work on any such specified holiday, firemen shall receive pay for work performed in accordance with regular scheduled provisions in addition to the day's pay specified above. A fireman whose assignment requires him to work on such specified holiday and who fails to fulfil his assignment shall not receive any pay on account of such holiday. Work done on shifts commencing between 12 o'clock midnight and 11.59 p.m., both inclusive, on the specified holiday, shall be considered as work on the specified holiday. The specified holidays referred to are New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day; provided, however, that when any of the above holidays fall on Sunday, the day substituted by the Federal Government shall be observed. Spare firemen required to work on any of the specified holidays shall be paid in accordance with regular scheduled provisions and shall receive in addition eight hours pay at *pro rata* rates.

## (3) *Allowable Service—Change in Pension Rule.*

At the present time only those months are counted in which actual work is performed, so that time lost on account of ill-health or injury (even in the Company's service) or temporary layoff due to economic conditions, do not count in making up the period of necessary entitlement. Evidence was given of employees whose connection with the Company is of many years standing but who because of layoffs during the depression still do not qualify for pension benefits. The union proposal would involve an additional cost of \$1,536,000 in the first year.

There is in existence a joint pension committee which deals with pension plans and matters incidental thereto. This committee is representative of all company employees including firemen. Your Board is of the opinion that any request such as that advanced by the union should be put forward through its representative on the pension committee. In any event it is clearly beyond the terms of our reference to make any recommendation with reference to this request.

(4) *Proposal by the Brotherhood for New Rule Requiring the Employment of a Fireman or Helper on "Budd" Locomotives.*

The union failed to produce any really strong evidence to support their contention that a fireman or helper was needed to assist the engineer on "Budd" cars. The Company's submission showed that "Budd" cars were introduced to meet the present passenger problem and were providing a service to the public and work for railway employees which would not be possible if the cost of ordinary train operation had to be met.

The union's main contention had to do with their submission that for safety reasons a helper was needed to assist the engineer on "Budd" cars. No evidence was produced by the union which would show that because "Budd" cars were run without a helper their safe operation was suffering thereby. In any event, if at any time the Brotherhood or other interested members of the public are able to establish that in the interests of safety an additional man should be employed with the engineer on "Budd" cars, the Board of Transport Commissioners has power to adequately deal with the matter so that the public and the employees can be fully safeguarded in that respect.

For these reasons the Board's view is that the present rule with relation to the operation of "Budd" cars should not be changed.

(5) *Mileage Regulations.*

The union asks for a change in rule which will provide that "when a fireman is called for additional service out of his home terminal after he has attained the maximum mileage of 4,800 in passenger service or 3,800 in other service, he will be paid at one and a half times the regular rate; double time where overtime is

involved". These mileage limitation figures have been contained in the collective agreement between the parties unchanged since 1921 notwithstanding the improvement in the time that trains take to get over the road. It would appear from the evidence before the Board that the present provisions were put in the agreement at the request of the men for their own purposes and for the protection of the members of the Brotherhood.

In your Board's opinion the union failed to present any evidence which should lead the Board to recommend that the requested change in this rule be allowed. Therefore your Board is of the opinion that the present rule should be continued.

(6) *Dead-Head Rule.*

This request of the Brotherhood relates to dead-heading to and from an assignment at a station auxiliary to the main terminal. The Brotherhood has asked the Board of Adjustment to interpret the rule as the Brotherhood wanted it interpreted, but it would appear that the Board of Adjustment has referred the matter back to the parties to work out in accordance with established practice.

Our view is that while this question is still before the Board of Adjustment your Board should make no recommendation concerning any change.

It is the Board's sincere hope that the recommendations above set out will be accepted by the parties and that they will thus form a basis upon which a mutually satisfactory new collective agreement can be concluded.

All of which is respectfully submitted.

(Sgd.) J. C. ANDERSON,  
Chairman.

(Sgd.) EMMETT M. HALL,  
Member.

Dated at Belleville, Ontario, this 17th day of December, 1956.

## MINORITY REPORT

Under date of the 9th of May last, you appointed a Board of Conciliation and Investigation to deal with matters in dispute between the above-cited parties and you did me the honour to appoint me a member of that Board. I am now in a position to report to you that a very thorough investigation has been made by the Board consisting of His Honour Judge J. C. Anderson, as Chairman; Mr. Emmett Hall, QC, and the undersigned, and while an attempt at conciliation was made, it

was found to be impossible to reach agreement between the parties due to the arbitrary and unreasonable attitude of the railways in refusing concurrence on any of the matters in dispute until the Brotherhood agreed in principle to what is in effect its own disbandment and the discharge from the service of the workmen it represents. Agreement by any labour union to such terms is, of course, in my opinion, unthinkable, and so the necessity for this report.

There were a number of requests by each of the parties presented to the Board and duly considered which I will deal with individually later in my report, but the outstanding issue was the demand of the railways that the union accord it the arbitrary power to dispense with the employment of firemen on diesel engines in freight and yard service, on the alleged ground that their services can be performed by other members of the train crew and, in consequence, that they are no longer necessary. The railways' demand in this regard was set out in the following words:

8. Eliminate all agreements, rules, regulations, interpretations or practices, however established, which require the employment or use of firemen (helpers) on other than steam power and establish a rule to provide that the Company shall have the unrestricted right to determine when and if a fireman (helper) shall be used on other than steam power.

Mr. Ian Sinclair, QC, who with Mr. John Pearson, appeared as counsel for the railways, stated that it was not the present intention of management to dispense with firemen on diesel locomotives engaged in passenger service, though given power to do so, as passenger trains are heated by steam from a boiler located on the locomotive. This apparatus requires the attention of a fireman, but on all diesel locomotives engaged in freight service, both through and local, and when engaged in both road and switching service, and in all yard service, for the assortment of both freight and passenger cars, management would operate without the use of firemen, or enginemmen helpers, as they are coming to be designated.

The Company called fifteen witnesses, all of whom were in executive or supervisory positions, and all but two of whom were in its own employ. These witnesses expressed a uniform opinion that a fireman on a diesel locomotive is unnecessary or performs no useful function in freight and yard service. In freight on the road or in switching the head trainman could substitute for the fireman in keeping lookout on the left, or fireman's, side of the locomotive while in yard service all signals from the ground crew could be given from the right, or engineer's side and when necessary one of the ground crew could ride the head of the locomotive. Diesel locomotives have automatic alarms which sound a warning when the oil pressure fails, a short circuit occurs in the electric system or the revolutions of the engine exceed the safety limit. When any of

these warning devices operate, the engine unit goes out of service, so that it no longer delivers power to the train until the device is re-set. The re-setting of these devices has in the past been the fireman's duty, but the Company witnesses maintained that the re-setting operation could be performed by the engineer though that would involve at times the halting of the train on the track in an unscheduled stop, unless the diesel locomotive consisted of multiple units and those units remaining furnished sufficient power to continue the journey. The Company, its representatives said, was prepared to accept such delays as this manner of operation would involve and they were quite sure that such unscheduled stops even on single and unblocked tracks presented no hazards, as the crew would protect the train both fore and aft by flag men with lanterns and fuses. This, they said, made the fireman altogether unnecessary, as on diesels there is no coal to shovel or fire to tend and mechanically a diesel is completely automatic.

There was introduced in evidence a bulletin of the Canadian Pacific Railway known as M.P. 604, detailing the "routine duties" of firemen on diesel locomotives engaged in road freight, "before leaving the shop track, and periodical inspections made during run". As many as twenty-one separate operations are described as the duties of firemen before taking a diesel locomotive from the shop track, followed by nine operations described as "on Fireman's side of Locomotive," and by nine more listed under the heading, "Periodical Inspections to be made during the run".

The copy of this document filed is dated June 1, 1949, and has remained in force until the current negotiations to dispense with the fireman were in progress. Bulletin M.P. 604 instructed firemen to fill up and lodge inspection forms detailing mechanical defects discovered en route, and the Company produced a bulletin dated April 21, 1956, being eighteen days before this Conciliation Board was appointed, telling engineers at Smiths Falls and Ottawa that M.P. 604 inspection forms are no longer required. This was followed by another dated October 7, 1956, addressed to enginemmen at Smiths Falls, Ottawa, Chalk River, Vaudreuil and Rigaud, and stating that the enginemman, not the helper, is responsible for the diesel units in his care, and that the helper "is not required to patrol the diesel except as directed by the enginemman or as may be required for the operation of steam generators. In the same way, when a unit has been checked by shop staffs, the

helper is not required to perform checks or to see that the unit is properly equipped and supplied with fuel, lubricating oil, water and sand."

In this way the railways involved in this dispute seek to distribute the work and responsibilities of the fireman or helper among the shop staffs, the engineman or engineer and the head-end trainman, or brakeman. According to the bulletin quoted, all that is left to the fireman is to assist the engineer, comply with the operating rules and operate the steam generator. As steam generators are used on passenger trains only and as all crew members are expected to comply with the operating rules, the fireman is left with the uncertain remnant of his former duties of "assisting the engineer". He is not even expected to keep a lookout on the left side of the locomotive unless directed to do so by the engineer, according to this directive.

Counsel for the Brotherhood, Mr. Arthur Garmaise and Mr. Douglas Cohen, called as many as thirty-five witnesses of whom two only are foremen, and all others are actual operators such as conductors, engineers, firemen, brakemen, and shop mechanics. Two of the engineers are employed by the Canadian National Railways, one by the Union Pacific and one by the Pennsylvania. These practical men were unanimously of opinion that the fireman is a positive necessity on diesel locomotives of all classes whether in passenger, freight or yard service. Diesel electric engines were described as exceedingly complicated, far from perfect and by no means completely automatic. In addition to re-setting the alarm system, the fireman patrols the engine-room while the locomotive is in motion, during which time the engineer is duty-bound to his seat. Much evidence was given and many incidents recounted of firemen making essential repairs and adjustments en route which enabled the locomotive to continue its journey, thus avoiding unscheduled stops, which were described as time-consuming, upsetting and dangerous. Witnesses agreed that if the rules as to train protection were fully observed the inevitable hazards involved in blocking the tracks with a disabled train were greatly reduced though not altogether eliminated, and, moreover, complete compliance is not always possible. An instance was told of a rear-end brakeman who unwittingly stepped off his train while it was on a tressel and was picked up eighty feet below, and another who sprained a ligament and in consequence failed to reach a following train in time.

Trains operate both night and day and under greatly varying conditions of terrain and weather.

The proposal to shift the fireman's duties of lookout to the head-end brakeman was described as unrealistic and impractical. The head-end brakeman is not experienced in mechanical matters; his interest is in the train, not the engine, in the picking up and setting off of cars, the sorting of freight, and the conditions of the rolling stock, other than the engine, and he is required to continually look for hot boxes or things dragging. For this purpose he must look back along the entire train on the inside of every curve on both sides of the train, while never losing track of his train orders, which may be voluminous. He never has had time or capacity to fulfil completely the fireman's task of watching from the left hand side of the locomotive the track and right of way and approaching vehicular traffic out ahead. While he, of course, keeps watch when not otherwise engaged, he has never in the past been expected to assume the full responsibility of the left hand lookout, and today trains are longer and heavier and are making better time than ever before.

There are few workers in the industrial life of Canada who bear so terrible a responsibility as that of the locomotive engineer in charge of a modern train. I know, for I have defended engineers charged with manslaughter for having overlooked a meet or miscalculating the time of arrival of an oncoming train. The engineer of a freight train in road service is furnished with a timetable of approaching trains, from which, as varied by dispatchers' advices, he plots his own progress from one passing track to another. There may be several trains approaching each of which has right of way superior to his own, and all of which may be on schedules varied by dispatchers' orders. He is required to dodge from station to station, letting these superior trains go by, and he is expected to make time. In addition, he watches the track ahead, observes the whistle posts, and the various train signals, while he supervises the mechanical operation of his big machine, which is not always in perfect mechanical condition; all this while he actually operates the locomotive with his foot on the throttle and his hand on the brake, as engineman in road service.

So long as trains have been running, the engineer has been furnished with an assistant, who, in addition to taking care of the mechanical needs of the locomotive and sharing the task of lookout, has been

charged with the responsibility of observance of the operating rules and the train orders and has kept track of changing schedules and has calculated the time of meets. The fireman is the engineer's co-pilot. It is not given to mere humans individually to always be right, to never be mistaken, and it is the duty and function of the fireman to catch an oversight, a momentary failure to observe, or a miscalculation of the time of an approaching train or the speed under varying conditions of his own train on the part of the engineer, and thus to avoid what would otherwise result in some frightful accident in which two trains may be involved with hundreds of thousands of dollars in property and the life and limb of passengers and crews.

And now, when the trains are becoming longer and heavier and more costly and are travelling at much higher speeds on still more heavily travelled tracks, the Company proposes the elimination of the fireman, and the concentration of the full responsibility on the sight and hearing and the mind of a single individual.

The engineers have not consented to any such change, and in fact, members of that classification appeared before this Board to denounce the proposal as impractical and dangerous to both train crews and the public. They pointed out that the airlines furnish co-pilots, whose position is closely analogous to that of the engineman helper on the railway. The mental strain on the locomotive engineer is so great, and the tragic responsibility so terrible, that the railways even now do not require their engineers to report for duty when he feels himself unfit. The proposal that the engineer bear the fireman's portion of the strain and burden as well as his own is as ill-conceived as it is inconsiderate.

In yard service, there is no head-end brakeman upon whom the fireman's functions may be imposed, so that here the Company proposes that the locomotives shall be operated by the engineer only and shall run blind on the left side.

Persons unfamiliar with locomotives both steam and diesel may not realize that the engineer in his seat on the right side of the cab is totally unable to see anything on the left side, while the fireman on the left side is equally blind to what may be transpiring on the right side. This was fully described by the witnesses.

Through the courtesy of counsel for the Canadian Pacific Railway, the members of the Board were permitted to visit the railway yards at Ottawa and to there observe

an actual switching operation with diesel locomotives. I actually sat in the engineer's seat and peered through the window through which he keeps his lookout. On the engineer's left is a great square box housing the diesel engine which towers two feet or more above his head and extends forward some thirty feet. With the exception of what little he can see at right angles through the fireman's side window, the whole left-hand forward view is blank, and when the cab is followed by a passenger or box car the same may be said of the left-hand rear view; it is blank. The engineer can, of course, look forward as well as to the right but, obviously with the thirty-foot wall obstructing his left-hand vision, the track ahead is lost to his view whenever the track curves to the left. The same conditions reversed confront the fireman on the left side of the cab, and he can see nothing of the track ahead when the road swings to the right.

It is plainly obvious that such locomotives are designed for two-men operation. That a one-man drive was never contemplated by the producers of these machines is made clear by the fact that to look through the fireman's front-view window, the engineer must abandon all his controls. He cannot reach the throttle or the brake while he is on the fireman's side. This is a condition which no sane engineer would contemplate while the locomotive is in motion. There was some talk of installing dual controls, but this is purely prospective as none are as yet available on the diesels of the Canadian Pacific Railway or of any other railway so far as I know.

Nevertheless, the Company purposes removing the fireman, if they are permitted to do so, and to attempt to avoid the perils of one-man operation and running blind by an alteration in the rules requiring the switching crew in yard service to do the watching from their positions on the ground. There are three men in a switching crew, one of whom is to be the engine follower. They are to work on the right side of the engine at all times so that they can give signalled orders directly to the engineer and they are to be responsible for what occurs on the left side of the train, which they cannot see, as well as for conditions on the right side, which they can see, except when the train is rounding a left-hand curve. Under these conditions the engine follower is to ride on what used to be called the cowcatcher of steam locomotives.

In all switching yards there are one or more lead tracks off which other tracks radiate. Groups of cars are sorted by

running the train back and forth on the lead track and shunting cars down the radial tracks to be later picked up and assembled in desired order. These radial tracks may branch off to either right or left. When they join the lead track on the left side of the train they are within the range of vision of the fireman and not of the engineer. Were the firemen removed, a movement on a left hand radial track could occur unobserved by those on the right side of the train including both engineer and ground crew, and a collision result.

A yard foreman and several experienced yardmen, firemen and engineers denounced this proposed procedure as impractical and dangerous and, under some circumstances, impossible. Instances were given of tracks running alongside the walls of buildings so close that the engineer could not put his head out of his side window. Under such circumstances, it was said to be plainly impossible to give all signals on the right side directly to the engineer. Company representatives argued that it was not impossible, and I agree that nothing in this connection is impossible if the Company is oblivious of its dangers and indifferent to waste of time.

Instances were also given of operations in which the entire crew is engaged in guarding crossings, throwing switches, protecting the train against on-coming traffic and running the locomotive. To reduce the number of the crew under such circumstances was described as unrealistic, and it does seem to me to be inopportune as well as dangerous and unnecessary. The introduction of the diesel has made possible the handling of longer and heavier trains at considerably increased speeds which would ordinarily indicate an increase in staff, rather than a decrease. Such trains carry greater loads of freight at faster rates and in consequence at increased profits. It is the duty of management to take advantage of technological progress and make such savings as are reasonably possible, but, in this instance, reducing the staff while increasing both the load carried and the speed of operation is over-reaching.

The proposal is also unconscionable on the part of the employer with regard to a class of employees whose faithful services in the past and present entitle them to consideration. The firemen whom the Company ask power to set adrift engaged in railway service as a life's career. They all expect to some day be engineers, for which position the work and experience of the fireman is the best of training. Many

of the firemen whom the Company ask leave to let go have been in the service for many years serving with a devotion that is exemplary. Even were the proposed method of operation feasible, which it is not, to suddenly transfer these men's duties to others and then to announce that they no longer perform any useful service, that they are useless and unnecessary and that the employer seeks authority to dismiss them is ruthless, and in my opinion unconscionable and constitutes a threat to all other classes of the railway's employees.

That the Company intends to make use of the authority sought to the full extent of its own convenience is made amply clear in the evidence submitted by its executive witnesses. The average number of locomotive firemen employed by the Canadian Pacific Railway in 1955 was 2,847, of whom 503 were in passenger, 1,591 in freight and 753 in yard service. According to Mr. J. N. Fraine, who is general manager of the Company's Eastern region, if the Company's proposal as now made had been in effect during 1955, there would have been employed 568 fewer firemen in freight road service and 485 fewer firemen in yard service, so that the sum of these two figures, or 1,053 firemen, can expect to be discharged were the proposal to go into effect in 1956 or 1957, for the dieselization program is steadily advancing. The railway management expect the road to be completely dieselized by 1961, and according to Mr. Fraine, the Company purposes disposing of the services of an average of about 215 firemen per year for the next six years, and in addition, the wages of those few remaining are to be reduced per hundred miles from the present \$10.33 for single unit and \$11.67 for a four-unit operation to a flat \$7 per hundred miles, irrespective of the number of units in operation. According to Mr. S. N. Gossage, who is Manager of Labour Relations of the Canadian Pacific Railway, it is proposed to save \$10.7 million per annum, by the elimination of 82 per cent of the Company's firemen and by reducing the wages of the one-sixth who it is presently expected will remain to a rate of pay which as Mr. W. E. Gamble, Vice-president of the Brotherhood, remarked, is \$3 less per day than is paid to the man who sweeps the roundhouse floor.

Nor is the blow at present softened by any assurance of other employment beyond the intimation that the Company will draw upon its fireman reserve for replacement in the engineer class, as it has done in the past, and will help in finding other jobs for those it lets go. Mr. Sinclair stated

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the Company's position succinctly in the closing paragraphs of his very able argument when he said that the diesel has already displaced many Canadian Pacific workers, whom the Company did its best to absorb, and he added:

The men who were not absorbed in the Canadian Pacific have gone elsewhere and secured jobs where they could do useful work and contribute to the increasing productivity of the Canadian economy. I suggest that is what we have to do here; we have to try to meet the problem of automation realistically, but fairly, and not run away from it.

There will be differing as to what is fair under such circumstances, but the utter absurdity of attempting to bring about an agreement with the union and its membership in the face of such a proposal advanced in such an attitude is obvious. For the Brotherhood of Locomotive Firemen to agree to such a proposal is unthinkable, and for the Company to deny these employees the advance in pay accorded to its non-operating and nearly all others of its operating employees as a penalty for refusing to consent to their own discharge and the consequent demise of their Brotherhood belies the Company's self-righteous claim to fairness.

I have already mentioned the absurdity of conciliation with a view to agreement when one party to the dispute insists on the liquidation of the other. Such a demand makes compromise impossible and has for its inevitable outcome the exhaustion of one or the other of the disputants or both of them, in industrial warfare. Nor is the certainty of such an outcome lessened by the good relations which have been traditional between the parties.

Commenting on the deterioration in the relationship between management and labour in the transportation field, Prof. Stuart Jamieson of the University of British Columbia, a well-known economist and authority on labour problems, remarked that prior to the war railway workers were among the "aristocracy" of organized labour, and he adds:

As would be expected under such circumstances, unions in the railways and public utilities have been traditional models of prudence, conservatism and "responsibility". They have paid a price for these virtues during the present era of inflation and economic expansion, however, and where the price has come too high they have ceased to be virtuous.

In the past, the Canadian Pacific Railway has enjoyed the services of an outstandingly loyal and devoted body of workers. They have fought its battles on

countless occasions and they have operated the road with industry, efficiency and enterprise. They have settled their employer-employee relationships around the table and their negotiations have been carried on in a spirit of friendliness, courtesy and reasonableness that have been worth many millions of dollars to the railway enterprise. So harmonious have been these relations that most of the railway unions have never even threatened strike action and there has occurred only one actual strike within the memory of the present generation. The employees have paid the price of the "virtues" to which Professor Jamieson refers. In comparison with skilled workers in industry generally their position has deteriorated seriously, and comes now this cruel and drastic threat by management to liquidate out of hand five-sixths of a whole great class of railway workers, an unnecessary, ill-advised and ruthless blow to the valuable good relationships of the past. There is something sad as well as disastrous about such bad judgment.

The duties of the Board under the Industrial Relations and Disputes Investigation Act are not confined strictly to parties in dispute, and in this instance the public also is to be considered. The deaths of citizens at level crossings are much too numerous, and side-swipes, rear-end and head-on collisions are much too frequent to justify any weakening of the lookout in the locomotives of freight trains on Canadian Railroads. In switching yards, employees necessarily cross the tracks to reach the trains to which they are assigned. There are public crossings in the yards and one has but to look to observe how frequently people, including children, move about the switching tracks. The proposal to run locomotives in yard service blind on the left side has been described by practical yardmen as dangerous to the public. In my opinion it would be a serious disregard to public safety, and should not be undertaken by the railway, or permitted.

My recommendation to the Canadian Pacific Railway management is that they withdraw this ill-conceived and provocative request for power to liquidate its firemen, and I draw to their attention the fact that the management of the Canadian National Railways have canvassed this same proposal and, after mature consideration, have recently entered into a collective agreement with its firemen for betterment of wages and conditions, without so much as a mention of the dispensation of their services.

I am further fortified in this recommendation by a settlement concluded on the 21st of November, between all the railways of the United States and their locomotive firemen. This same proposal to dispense with the service of firemen (helpers) on diesel locomotives was advanced by the railway managements but the idea got no further than a thorough consideration in a hearing conducted by an official of the Federal Labour Department; it did not even reach a Board, as it has in Canada. In face of the facts, it was withdrawn by the railway managements, and an agreement has been entered into by all the United States railroads and the American Brotherhood of Firemen and Enginemen for a three-year term package equivalent to a wage payment of an additional 26½ cents an hour.

I would like to think that the Canadian Pacific Railway will follow suit, which brings me to the second outstanding problem submitted to the Board, that of wages. The Brotherhood has requested an advance of 25 per cent and it supported its claim with statistics showing a startling deterioration in the fireman's wage position in the Canadian community as compared to skilled workers in other classes of industry such as construction, pulp and paper, printing and the manufacture of durable goods. The differentials are shown to be steadily worsening from the firemen's point of view since the outbreak of the last great war in 1939. While the facts as demonstrated by the Brotherhood's economist, Mr. D. M. Paltiel, are impressive, they may be disregarded for the purpose of this report, as a pattern of settlement between both the Canadian railways and their employees in both the non-operating and running trades divisions has been currently established which should be followed in this instance. It involves an increase in wages of about 12 per cent. I need not go into the details in this report, as they are of record and are well known to the parties. It is outrageous that the wage betterment accorded to all other employees on both railways should be withheld from these particular firemen who have committed no crime which would excuse such treatment.

Both parties to the dispute submitted a number of requests, which were, however, overshadowed by the Company's demand to eliminate the fireman entirely, and indeed would be rendered with certain exceptions almost nugatory were the Company's main proposal to become effective.

The Company's second request was that the wages of firemen who may still remain

in the employ be reduced in keeping with management's newly conceived appraisal of the work load, skill requirements and responsibilities of that office. It is apparent from what I have already said that I emphatically do not agree with the new appraisal and of course as strongly disagree with the consequences imagined to follow from it. I recommend to the Company that this suggestion also be withdrawn.

The Company's other demands are for rule changes to reduce the time allowed the fireman when preparing the locomotive and train for service when the engine is taken from the shop track, or change-over point, and as well the time allowed the fireman when he delivers the locomotive to an on-coming crew or to the shop track at the end of his run. These fixed time allowances are termed initial and final terminal arbitraries. They are of very long standing. Changing conditions appear to justify negotiations with regard to suggested revisions, but as advanced in these proceedings these requests amount to mere demands for reductions in wages, which are unjustified in a period of full employment and rising economy.

The Brotherhood, on the other hand, has asked the Company for recognition of statutory holidays by payment of one full day's pay for each such day not worked and time and one-half for days worked in which any portion of the time on duty forms part of a statutory holiday. Evidence was submitted as to how widespread in manufacturing, construction and other industry is the practice of paying for statutory holidays not worked and overtime rates when worked. In the Canadian Pacific Railway itself, the non-operating employees are paid for five statutory holidays and so are sleeping car employees. Actually trainmen employed by the Company in yard service receive statutory holiday pay, so that what the Brotherhood asks is that the rule be extended to include firemen in passenger and freight service.

Evidence was given by two engineers engaged in the operation of self-propelled passenger units, commonly known as budd-cars, of the disadvantage of one-man operation. These units run on the regular tracks at high speeds and without the presence of a fireman or engineer's helper. The Brotherhood is asking that one be employed. The Company argued that the vision of the driver on these cars is very complete, that they are not designed for a two-man operation and that no seat has been provided for the proposed second man. According to the Brotherhood the present arrangement is unsatisfactory but the

evidence submitted was not sufficient to warrant a firm opinion on my part, and the subject should be further discussed between the parties.

The present rules limit the time in each month in which the fireman may be called for or is permitted to go on duty. The limitation is 4,800 miles per month in passenger service and 3,800 in freight service. There is, however, no penalty for disregarding the rule, and the Brotherhood suggests and asked that when firemen are required by the Company to take runs in excess of their monthly quota they be paid at time and one-half. The Brotherhood also asks that when the firemen are sent by the Company order from the main terminal to some auxiliary station they be paid at deadhead mileage rates. There is merit on both these proposals and they should form part of the negotiations which will take place on the withdrawal by the Company of its major proposal.

The Brotherhood presented a request for revision of the pension rules to define "allowable service" to include all time in service to which seniority is applicable. At the present, only those months are counted in which actual work is performed so that time lost on account of ill health, injury even in the Company's service, or temporary layoff due to economic conditions, do not count in making up the period necessary to entitlement. Evidence was given of employees whose connection with the Company is of many years' standing, but who because of layoffs during the depression still do not qualify for pension benefits. While this complaint merits consideration by the committee in charge of pension matters, the subject is clearly beyond the limits of the within reference.

All of which is respectfully submitted, this 14th day of December, 1956.

(Sgd.) A. W. ROEBUCK,  
Member.

## Report of Board in Dispute between Shawinigan Falls Radio Broadcasting Company Limited and St. Maurice Radio Employees' Union

(Translation)

To the Hon. Minister of Labour:

The Board of Conciliation and Investigation set up by you begs to submit its report.

1. In carrying out its mandate, it proceeded to investigate this dispute and heard the parties concerned in an attempt to bring them to an agreement.

2. In view of the facts disclosed at the inquiry and the attitude of the parties, we are obliged to report that, in spite of our endeavours, it has been impossible for us to bring the parties to an agreement.

Shawinigan Falls, November 3, 1956.

(Sgd.) H. JULES BIRON,  
Chairman.

(Sgd.) LÉON LAMOTHE,  
Member.

(Sgd.) JEAN MARIE BUREAU,  
Member.

During December, the Minister of Labour received the unanimous report of the Board of Conciliation established to deal with a dispute between the St. Maurice Radio Employees' Union and Shawinigan Falls Radio Broadcasting Company Limited.

The Board was under the chairmanship of Henri Jules Biron, Three Rivers, who was appointed by the Minister on joint recommendation of the other two members, Jean Marie Bureau, CR, Three Rivers, and Léon Lamothe, Shawinigan Falls, nominees of the company and union respectively.

The text of the report is reproduced here.

# COLLECTIVE AGREEMENTS

## Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during November and December made binding a number of changes in minimum wage rates, hours, overtime and paid holidays.

In longshore work (inland and coastal navigation) at Montreal, minimum hourly rates for freight handlers were increased from \$1.43 to \$1.55 per hour for work between 7 a.m. and 7 p.m., and from \$1.68 to \$1.85 per hour between 7 p.m. and 7 a.m.

In the construction industry at Hull, a new schedule of minimum rates replaced the previous complete schedule gazetted in 1954. The new schedule provided a wide variety of wage increases for certain classifications ranging from 5 cents per hour for blacksmiths to 82 cents per hour for tinsmith-roofers in Zone I; in Zone II, increases ranged from 5 cents per hour for ornamental iron erectors to 65 cents per hour for tinsmith-roofers (asbestos, slate, etc.). Minimum hourly rates of certain other classifications were unchanged, including the rate of \$1.10 per hour for labourers in Zone I; in Zone II, the labourer's rate was increased from 85 cents to \$1 per hour.

In the construction industry in the counties of Terrebonne and Labelle, the minimum rate for journeymen electrician in the county of Labelle was increased from \$1.20 to \$1.35 per hour; in the county of Terrebonne, the rate for this trade remained unchanged at \$1.35 per hour.

In the construction industry at Montreal, the minimum rates for elevator construction mechanics and helpers were increased from \$2.31 to \$2.41 per hour and from \$1.62 to \$1.69 per hour, respectively.

In the furniture industry throughout the province, minimum hourly rates were increased by 5 cents per hour. The minimum

average hourly rates in Zones I, II and III were increased by 8 cents, making the new minimum average rates \$1.03, 93 and 81 cents per hour, respectively.

In longshore work at Sorel, minimum hourly rates were increased by 7 cents per hour for day work and by 10½ cents per hour for night work. New minimum rates for longshoremen on day work now range from \$1.55 to \$1.65 per hour; \$1.75 to \$1.92 for handling premium cargoes.

In the men's and boys' clothing industry in the province, minimum wage rates for workers engaged in the manufacture of children's clothing were increased by from 7½ to 15 cents per hour. Weekly hours in Zones II and III were reduced by four hours, establishing a regular work week of 40 hours in the three zones; overtime at time and one-half computed on a daily basis, double time (previously time and one-half) for work on paid holidays. Paid holidays were increased from five to six. However, workers engaged in the manufacture of children's clothing shall be paid for Labour Day and Christmas Day only.

Cost-of-living bonus provisions in this industry were amended as follows: subject to certain exceptions (employer contribution to social security plans, etc.) the previous amount of the general cost-of-living bonus was increased from 35 to 45 cents per hour; odd pants from 24½ to 32 cents per hour and class "B" garment manufacturing from 23½ to 31 cents per hour. Employers engaged in the production of children's clothing will continue to pay 17½ cents per hour as previously. Other changes affected the provisions governing composite rates and bonuses, incorporation of the cost-of-living bonus into the regular rates within the next six months, as well as increased rates for workers engaged in manufacturing military uniforms.

## Industrial Standards Acts, Ontario and Saskatchewan

During November and December, four new schedules were made binding under the Industrial Standards Acts, three in Ontario and one in Saskatchewan.

In Ontario, minimum wage rates for electricians at Ottawa were increased from

the 1953 rate of \$1.95 to the new rate of \$2.22 per hour. A further increase of 10 cents per hour shall become effective May 1, 1957. Higher rates were also provided for night work. Weekly hours

*(Continued on page 219)*

# LABOUR LAW

## Legal Decisions Affecting Labour

Nova Scotia court holds check-off required by collective agreement not revocable. Ontario Fair Accommodation Practices Act found valid

In a case concerning a workman's compensation claim under the individual liability statute in Saskatchewan, the appeal court held that the district court had jurisdiction to determine the claim and referred the case back to it. The district court had held that the action was one to set aside a settlement agreement, and beyond its jurisdiction.

The claim of a group of employees of the Dominion Coal Co. Ltd. in Nova Scotia that the company had deducted union dues from them without authority was dismissed by the Nova Scotia Supreme Court.

The validity of the Ontario Fair Accommodation Practices Act was upheld in an appeal in the county court from a conviction under the Act, and the appeal was dismissed.

### Saskatchewan Court of Appeal...

... holds that trial court erred in not assuming jurisdiction in a workmen's compensation case

The Saskatchewan Court of Appeal on November 27, 1956, reversing a decision of the District Court, referred a workman's compensation case back to the trial court to be dealt with on its merits and held that the Court had erred in finding that it lacked jurisdiction to pass upon the validity of an agreement of settlement between an employer and workman under the Workmen's Compensation Act. The Workmen's Compensation Act referred to is the individual liability statute which at the time of the accident covered certain groups of railway employees.

The case concerned a trainman injured in the course of his duties on July 31, 1950. After being given medical attention, he returned to work but was unable to carry on his duties. He then consulted the company's medical clinic but was told that he had no physical disability and should return to work, which he did on October 22. At this point, relying on the report of the clinic, the plaintiff entered

into an agreement with the defendant settling all claims arising out of the accident, including compensation. He continued to work for the company until December 23, 1950 when, on consulting a Saskatoon doctor, he was informed that he was suffering from a definite fracture of the pedicle of the spine.

On April 9, 1952, the plaintiff brought action in the District Court to set aside the settlement and asked for compensation to the limit then allowed by the Workmen's Compensation Act, namely \$3,000. The Court held that the signing of the agreement was a complete bar to an action under the Workmen's Compensation Act until the settlement agreement was set aside and that it lacked jurisdiction to set aside the agreement (L.G. 1953, p. 1044). On April 20, 1953, the plaintiff launched a motion for review of the judgment and on March 7, 1956, the District Judge concluded that his prior judgment was correct. The plaintiff thereupon appealed from the judgment to the Court of Appeal.

Mr. Justice Gordon, who heard the appeal, agreed with the District Court judge that that Court has only such jurisdiction as is set out in statutes. It is quite clear that if the action were brought merely to set aside the settlement agreement the District Court would have no jurisdiction. However, it is expressly stated in the Workmen's Compensation Act that compensation may be recovered by action in the District Court.

His Lordship was of the opinion that the action was primarily to recover compensation under the Workmen's Compensation Act. The question of the

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

release was a matter of defence to the action, and he could see no difference between consideration of such a release under the circumstances and one obtained by fraud or signed by someone who had no authority to do so. He said that in the last two cases there would be no question as to the authority of the District Court to pass upon the validity of such a release. Being of the opinion that the District Court Judge should have disposed of the matter on its merits, his Lordship therefore allowed the appeal with costs and referred the matter back to the trial judge. *Hurman v. Canadian National Railway Company* (1956), 20 WWR 226.

### Supreme Court of Nova Scotia . . .

. . . rules union membership and check-off stipulated in collective agreement not subject to revocation

On August 22, 1956, the Supreme Court of Nova Scotia dismissed the claim of certain employees of the Dominion Coal Co. Ltd. who were seeking to recover sums deducted by the Company from their wages during a 13-week period as union dues. The Court held that a union security clause in a collective agreement providing for maintenance of union membership and deduction of members' dues from wages was a voluntary waiver of the right to cease to be a member of the union and to revoke a dues check-off authorization during the life and statutory extension of the collective agreement.

The facts of the case were related by Mr. Justice MacDonald in his reasons for judgment.

A collective agreement, effective from February 1, 1953, until January 31, 1955, was concluded between Dominion Coal Co. Ltd. and District 26 of the United Mine Workers of America. The agreement contained provisions whereby, *inter alia* (1) the employer agreed to check off all dues from all members of the union party to the agreement (Clause 20); (2) every employee who was a union member at the effective date of the beginning of the agreement or who became a member during its currency was obliged to maintain his membership and to submit to deduction of union dues during the life of the agreement (Clause 28); and (3) the agreement being effective from February 1, 1953, until January 31, 1955, was to be automatically prolonged from year to year thereafter unless notification to reopen the agreement was served by either of the parties not later than October 1 (Clause 29).

The agreement was automatically renewed and continued in force until January 31, 1956. Notification to reopen the agreement was given by District 26 before October 1, 1955, pursuant to Clause 29. Following upon this notification the company and District 26 entered into negotiations for the conclusion of a new or revised agreement, in October or November, 1955. These negotiations being inconclusive, the matter was referred to a conciliation board, which filed its report with the Minister on May 4, 1956, recommending a renewal of the agreement on the same terms for another year (*i.e.*, ending January 31, 1957).

In May 1956, the Executive Board of District 26 recommended to the members the acceptance of the board's report, but on a referendum vote required by the union constitution, which took place on June 19, 1956, the members rejected the advice.

Pending conclusion of a new agreement the union and employer agreed on a series of short-term extensions of the agreement designed to preserve the *status quo*. First of these extensions was signed a week before the expiry date of the agreement of 1953 (January 31, 1956) by the Company and by the President of District 26. The memorandum of agreement read as follows:

Direct negotiations between representatives of the Dominion Coal Company Limited... and the Executive Board of the United Mine Workers of America District No. 26, which have been carried on since November 8, 1955, for the purpose of reaching a new collective agreement, have so far failed to do so. In order that an opportunity may be given for reaching an agreement the parties to the present collective agreements hereby agree to extend these agreements, which would normally expire on January 31, 1956, for a period of two months, that is, until March 31, 1956.

On March 24 and April 24 identical documents purporting to extend the agreements until April 30 and June 30, 1956, respectively, were signed. There was a fourth memorandum in the same terms signed about June 25 to extend the agreement to September 30, 1956.

In the summer of 1955 about 300 members of Local 4522 of District 26 of the United Mine Workers of America employed as surface workers in the machine shop and related departments became dissatisfied with the ability of the union to promote their interests and organized an independent union, Central Auxiliary Workers Union, in the fall of 1955. On November 29, 1955, they filed with the company "off-set cards" bearing various dates in

October and purporting to revoke the authority previously given the company to deduct dues in respect of District 26. In January 1956, the new union applied to the Labour Relations Board for certification as bargaining agent for the employees in the machine shop and related departments. This application, contested by the Company and District 26, the Board rejected in February 1956, on the ground that this unit of employees was not an appropriate unit. On January 26, 1956, the members of the new union filed with the company new check-off cards in which they requested and accepted membership in the new union and authorized the Company to deduct from their earnings all dues or assessments to be determined by that union, and pay same to it. The Company continued to check off union dues to District 26 up to the date of the trial.

On May 11, 1956, twelve members of the new union brought an action in the Supreme Court, each of the plaintiffs seeking to recover from the defendant company the sum of \$13 due him as wages in respect of the 13-week period of February 4 to May 5, 1956, inclusive, wrongfully deducted from his pay checks at the rate of \$1 in each week of that period, purportedly as an authorized check-off for District 26, United Mine Workers of America; or together for the recovery of \$156 wrongfully deducted and withheld notwithstanding demand therefor. Also the plaintiffs sought an injunction restraining the Company from making similar deductions in the future.

The plaintiffs contended that (1) on or about November 29, 1955, they revoked individually the authority previously given to the Company to check off weekly their respective dues to District 26; (2) they ceased to be members of Local 4522 of that organization before the period in respect of which the deductions in question were made; (3) that the collective agreement in question expired on January 31, 1956, and thus ceased to justify the deductions; and that the purported extensions of that agreement are invalid.

The general position taken by the Company and by District 26 was that the deductions were authorized long before the period in question by each of the plaintiffs personally; and were required to be made by the terms of a collective agreement made between the Company and District 26 as a bargaining agent and binding upon the plaintiffs as members of Local 4522 during the period in question; and that pursuant to such authority and duty to check off, the Company would

continue to make similar deductions, and to pay same to District 26, so long as the collective agreement remains in effect.

According to Mr. Justice MacDonald, the primary question was whether or not there was in force at the period of the contested deductions (February 4 to May 5, 1956) a collective agreement between the Company and District 26 under which the Company was justified in making such deductions; and whether the authority given by the plaintiffs individually to make such deductions could be, and had been, withdrawn effectively.

He considered first the terms of the collective agreement regarding union security and duration of agreement and provision for renewal (Clauses 20, 26, 28, 29). As the plaintiffs were members of Local 4522 of District 26 at the inception of the agreement or became such prior to January 31, 1956, the court reached the conclusion that the maintenance of membership provisions (Clause 28) compelled the plaintiffs to continue as members of the Local and to permit the deduction of union dues, during the life of the agreement.

There is no doubt but that the agreement, being properly executed by officers of District 26 after its approval by a majority of its members as required by its constitution, became binding upon the plaintiffs. By force of s. 18(2) of the Trade Union Act, R.S.N.S. 1954, c. 295, these members, as well as the union and the company became bound under statutory penalty to comply with the agreement and particularly with Clauses 20 and 28.

In Mr. Justice MacDonald's opinion Clause 28 restricts the right of workers to leave the union and compels deductions of their dues as members of the union.

In so far as Clause 28 was made by their authorized agents under the constitution of District 26 the provision as to maintenance of membership may be regarded as a voluntary waiver of the ordinary rights of the plaintiffs to cease to be members; and inasmuch as it became binding on them by force of the Trade Union Act it may be regarded as a compulsory suspension or abandonment of such rights. In so far as Clause 28 refers to the deduction of union dues it must be taken as validly suspending during the life of the agreement the statutory right under s. 67 to revoke a previous authority to deduct union dues; for having, in effect, become bound by the agreement to permit such deductions, the plaintiffs by force of s. 18 must refrain from exercising any inconsistent rights to terminate such deductions. . . . In effect, therefore, *during the life of the agreement* the plaintiffs could not by unilateral action escape from membership or the deduction of union dues.

The next question to answer was what is actually meant by the expression "during the life of the agreement". On its face the

agreement proper ceased to be effective on January 31, 1956, because of the action of District 26 in giving notification to reopen it. During the negotiations for a new agreement short-term extensions of the agreement were signed. The first three extensions concluded by the end of January, on March 24 and April 24, 1956, purported to extend the agreement until March 31, April 30 and June 30, 1956, respectively. They were signed by the President of District 26 on dates between sessions of the District Executive Board; and in reliance on Article 8 of the District constitution which reads in part:

Between sessions of the District Executive Board he (the President) shall have full power to direct the workings of the District organization and shall report his acts to the District Executive Board for its approval.

These extensions were so reported by him and approved.

It should be noted that the period of deductions presently in dispute was from February 4 to May 5, 1956, and fell partly within each of these extensions.

The fourth extension signed about June 25, 1956, purported to extend the agreement to September 30, 1956. It was made with the antecedent authority of the District Executive Board. Though not relating to the period of the contested deductions it has relevance to the claim for injunction.

The Trade Union Act provides for the duration of collective agreements for a term of at least one year; and that any provision relating to the term of an agreement shall not be capable of revision during the life of the agreement. Taking into account the provisions of the Act and Clause 29 of the agreement, the latter would have expired on January 31, 1956, unless kept alive by the so-called extensions or by the Act.

The plaintiffs allege that during a period of 13 weeks (from February 4 to May 5, 1956) after the expressed date of expiry of the agreement (January 31, 1956) they continued involuntarily in the status of members of a union they sought to leave; and continued to suffer weekly deductions for dues to the former union, notwithstanding withdrawal of their previous authority to the Company to make such deductions.

One contention is that the plaintiffs did so continue because the term of the agreement has been "extended" by the parties to that agreement—or specifically by District 26 acting as bargaining agent for the

plaintiffs. This involves the question whether it was within the power of the President with or without the approval of the District Executive Board—to bind the members by such an extension.

Regarding this power of the President of the District Executive Board, Mr. Justice MacDonald continued, reliance was placed on his interim authority "to direct the workings of the District organization". Whatever the extent of such authority may be it is clearly subordinate to the peremptory prohibitions contained in Article 19 of the District constitution, which reads: "All general agreements shall be voted upon by the members who are parties to such general agreements and no general agreements shall be signed by the District Officers unless a majority of those voting approve of same."

In Mr. Justice MacDonald's opinion, under Article 19 it was clearly beyond the President's power to sign a new agreement in the terms of the agreement of 1953. Article 19 would preclude the execution of such a general agreement by the District even for one year, without its endorsement by a majority vote of the members affected. Actually the recommendation of the Executive Board of District 26 to renew the 1953 agreement for another year (i.e., ending January 31, 1957) was defeated in a referendum vote which took place on June 19, 1956. Yet in fact the agreement of 1953 has been carried beyond the expiry date of January 31, 1956, by four so-called extensions for periods of two, one, two and three months respectively, or a total of eight months beyond that date. According to Mr. Justice MacDonald these extensions were, in effect, the unauthorized execution of a new general agreement for eight months. They were in effect collective agreements whose terms, except as to duration, are to be found in the agreement of 1953. As they were entered into without the authority of the membership as required by the District constitution, they could not bind the plaintiffs. Accordingly Clauses 20 and 28 (check-off and maintenance of membership) of the agreement of 1953 ceased to apply to the plaintiffs on January 31, 1956, either to require continuation of their membership in the UMW or to require deduction of dues from their wages in respect of membership dues to that organization.

However, Section 15 of the Trade Union Act provides, in part:

15(b) If a renewal or revision of the agreement or a new collective agreement has not been concluded before expiry of the

term of, or termination of the agreement, *the employer shall not* without consent by or on behalf of the employees affected, decrease rates of wages, or *alter any other term or condition of employment* in effect immediately prior to such expiry or termination provided for in the agreement until a renewal or revision of the agreement or a new collective agreement has been concluded or a conciliation board, appointed to endeavour to bring about agreement, *has reported* to the Minister and *seven days have elapsed* after the report has been received by the Minister, whichever is earlier.

This, in Mr. Justice MacDonald's opinion, provides for a period beyond the normal expiration of the existing agreement during which the employer cannot "decrease rates of wages, or alter any other term or condition of employment" until after a conciliation board has reported to the Minister and seven days have elapsed after its receipt. In this case the report was received on May 4, 1956, so the freezing period would expire on May 11. The check-off provisions of Clause 20 and 28 undoubtedly were such "terms and conditions of employment" (cf. *Price Bros. & Co. v. Letarte* (1953), Que. QB 307, L.G. 1953, p. 895; and *London Passenger Transport Bd. v. Moscrop* (1942), AC 332 at pp. 341, 347); and as such could not have been altered by the Company until May 11, 1956.

Accordingly, though the provisions of the collective agreement ceased of effect as a consensual matter on January 31, 1956, they continued to apply until May 11 by force of the statute. During this supplementary period the Company remained bound to check off dues as before. It was during this period of statutory "freezing" that the deductions complained of were made. The Company, therefore, was both justified and bound by the Act to make such deductions.

Once the term of expiry of the collective agreement has been settled, Mr. Justice MacDonald discussed the matter of cancellation of individual check-off authorizations given by the plaintiffs.

By Section 67 of the Trade Union Act individual check-off authorizations are revocable. In November 29, 1955, the plaintiffs (*inter alia*) filed "off-set" cards purporting to revoke the authority previously given the Company by them to deduct and pay UMW Local 4522 union dues. However, being delivered during the life of the agreement of 1953, these cards were ineffective as contrary to Clause 28. Though the off-set cards were delivered prematurely they did not become void thereby, but would come into effect as soon as the impediment of Clause 28

ceased to operate, on February 1, 1956. Clause 28 of the agreement was a legal impediment by which the plaintiffs had waived their statutory right to revoke the check-off authorizations during the life of the agreement. That consensual waiver was succeeded, later, by a statutory waiver; for the effect of Section 15 of the Trade Union Act was to require the Company to continue the previous practice as to check-off of union dues until May 11, 1956. By force of Section 15 of the statute the right to revoke individual authorizations was suspended also during this freezing period of statutory extension of the agreement which lasted from February 1 until May 11, 1956.

Accordingly, the judgment of the Court was that the deductions in question were properly made during the period between January 31, 1956 (when the agreement as such expired) and May 11, when the term of statutory extension expired. Therefore the claim to recover \$156 was dismissed with costs.

Further the Court held that as and from May 12, 1956, the Company ceased to have any duty or authority to continue to deduct from the wages of the plaintiffs any sums in respect of union dues; and that any deductions so made, before trial or since, were illegally made and must be returned to the plaintiffs, who are also entitled to an injunction restraining the Company from making similar deductions in the future. *McKinnon et al v. Dominion Coal Co. Ltd. et al.*, 5 DLR (2d) 481.

### Ontario County Court . . .

. . . rules province's Fair Accommodation Practices Act to be *intra vires* of the Ontario Legislature

A judge of the Ontario County Court, on May 23, 1956, dismissed the appeal of a restaurant owner from a conviction in magistrate's court for violation of the Ontario Fair Accommodation Practices Act, 1954. The contention of the appellant that the Act was outside the powers of the Ontario Legislature was not upheld.

Judge Lang, in oral reasons for decision, stated that the charges were that the restaurant owner on a certain day in November 1955 unlawfully denied to two negroes because of their colour services available in his restaurant, a place to which the public is customarily admitted, contrary to the Fair Accommodation Practices Act, 1954.

After considering the evidence Judge Lang found that the restaurant owner by his conduct did deny the services of his

restaurant to the two negroes. Service was withheld from them while on the same occasion all the white people who came into the restaurant were served. It was not necessary, in order to break the law, that the waitress or restaurant owner say, "I refuse to serve you food." The actions in this case speak just as loudly as words. He noted that the waitress involved would also appear to be guilty of the offence, but she was not charged.

Judge Lang next considered the contention of the appellant that the Fair Accommodation Practices Act, 1954, is *ultra vires* of the Ontario Legislature. Under Section 92 of the BNA Act the Legislatures in the provinces have the right to legislate on certain matters, among them being property and civil rights within the province. Counsel for the appellant alleged that the Fair Accommodation Practices Act does not come under the property and civil rights clause.

In Judge Lang's opinion the purpose of the Act is to ensure that accommodation and services in places of business in Ontario shall be available to anyone, without regard to race, creed, colour, nationality, ancestry or place of origin. The Act is not intended to be a declaration of human rights or a statute of human liberties. It is limited to one aspect of human rights only, namely, the right of all people in Ontario to service and accommodation in places of business in Ontario, which are there customarily available. The Act is therefore legislation under the head of property and civil rights within the province.

Further, counsel for the appellant alleged that the Act in question is really criminal legislation and as such is within the exclusive jurisdiction of the Parliament of Canada.

In rejecting this argument Judge Lang pointed out that as the Parliament of Canada has not yet legislated on this matter either under the head of "criminal law" or under its power to legislate for "the Peace, Order and good Government of Canada", there is no question of conflicting legislation. Besides, the mere fact that the legislation creates a prohibition does not bring it within the category of criminal law; provincial legislatures have the right to impose punishment by fine or imprisonment for breaches of laws which they have the right to enact (Section 92(15) of the BNA Act). Neither did the judge accept the argument that the Act in question is *ultra vires* of the province

as being apparently designed for "the promotion of public order, safety or morals" and as such creating a new kind of crime. In his opinion the Act has nothing to do with public morals, but it is rather an Act which creates a new civil right.

In considering this Act I am reminded of another one in the Province of Ontario which in many respects is somewhat similar to it, and that is the Labour Relations Act, R.S.O. 1950, c. 194. That Act has clauses in it somewhat similar to this—for example, the one which provides that there shall be no discrimination by an employer against an employee by reason of his membership in a trade union. It provides a prohibition against an employee going on strike or an employer conducting a lockout during the term of a collective bargaining agreement. It is rather interesting too, in this connection, that there is Dominion legislation under the Cr. Code, 1953-54 (Can.) c. 51, dealing with violence and strikes and prohibiting anything beyond peaceful picketing during strikes, and defining what peaceful picketing is. So then, as regards that Act, we have two statutes running along together, one of them prohibiting violence and so on, during strikes, and the other setting forth legislation regarding civil rights. The Labour Relations Act is one which is constantly before the Courts in some form or other and I do not think its constitutional validity has yet been seriously questioned.

It may well be that the Parliament of Canada, under the head of "Peace, Order and good Government" could pass valid legislation along the same lines, as it has done in the case of the Canada Temperance Act, now R.S.C. 1952, c. 30, but it has not done so so far as the matter before us is concerned, and therefore we are not at the present time concerned with any conflict which there might be in legislation. I cannot see that this Act comes within the domain of what may be considered "criminal law" or "public law".

Lastly, counsel for the appellant contended that because of the inclusion of the word "creed" in Section 2, the Act legislates on the matter of religious freedom or the right of religious worship. He argued that religious freedom is not a civil right and consequently such legislation is within the jurisdiction of the Parliament of Canada. The Judge, however, did not see any relevancy between the Act and religious freedom, as the Act neither enlarges, confirms nor restricts religious liberty or the right to worship as one chooses.

In conclusion Judge Lang ruled that the Fair Accommodation Practices Act is on all grounds *intra vires* of the Ontario Legislature; he found the accused guilty of the offence as charged, and he dismissed the appeal. *Regina ex Rel. Nutland v. McKay*, *Kent County Court*, 5 DLR (2d) 403.

# Recent Regulations under Provincial Legislation

New minimum wage orders issued in British Columbia and Nova Scotia; workmen's compensation coverage extended in Alberta and Ontario

A new minimum wage order for office workers issued by the British Columbia Board of Industrial Relations extends coverage to male employees and provides for a minimum wage of 75 cents an hour. A second order increased the minimum wage of first-aid attendants from 75 cents to \$1.25 an hour. The Nova Scotia Minimum Wage Board revised the overtime pay requirement so as to make it compulsory to pay the overtime rate after 48 hours in a week or after the regular working hours, if less than 48, to all female employees in the cities and incorporated towns except domestic servants, and except beauty parlour employees, who are covered by a special order. That order has been amended to set rates for the first six months of training.

In Ontario, the ladies' dress and sportswear industry was designated an industry under the Industrial Standards Act and was also declared to be an interprovincially competitive industry.

In Alberta, the operation of a hospital was added to the schedule listing the industries covered by the Workmen's Compensation Act. Several industries listed in the schedule of the Ontario Workmen's Compensation Act were redefined to include selling or distribution.

The trade of millwright was designated a trade under the Alberta Apprenticeship Act.

Other regulations deal with examination of chauffeurs in Saskatchewan, the licensing of television repair operators in Prince Edward Island and hours of work of pipeline construction workers in British Columbia.

## Alberta Apprenticeship Act

The trade of millwright was designated a trade under the Alberta Apprenticeship Act by an order authorized by O.C. 1661/56 and gazetted on December 15. As a result of the new order, a person eligible for apprenticeship may not be employed in the trade without entering into an apprenticeship contract or receiving the permission of the Apprenticeship Board.

Alberta thus becomes the first province to make apprenticeship compulsory in this trade. In New Brunswick, however, where the trades are not designated as in other provinces, the trade of millwright has been

declared a trade "appropriate for apprenticeship" by the Provincial Apprenticeship Committee.

## Alberta Workmen's Compensation Act

In an order effective January 1, 1957, and gazetted on December 15, the Alberta Workmen's Compensation Board declared that Schedule I of the Workmen's Compensation Act, which contains the list of industries covered by the Act, has been amended to include the operation of hospitals except that part of the operation which consists of work performed by the following: special nurses, persons supplying or operating equipment such as tractors, trucks and bulldozers who, but for Section 61 of the Act, would normally be classed as employers, and members of the College of Physicians and Surgeons or members of the governing board of the hospital who are not engaged exclusively with and in full time employment in the hospital.

The order was made under authority of Section 13 of the Act which allows the Board to make such additions or deletions to the Schedule as it considers proper.

## British Columbia Hours of Work Act

By Regulation No. 42 (1957), gazetted on December 27, the British Columbia Board of Industrial Relations has exempted the pipeline construction industry from the operation of the Hours of Work Act from January 1, 1957, to and including December 31, 1957, with the result that persons employed in this industry may work longer than eight hours a day and 44 hours a week during this period. For purposes of this regulation, the "pipeline construction industry" means all operations in or incidental to the construction of any line of pipe used for transmitting or transporting gas, oil or petroleum, as well as the preparation for or laying the foundations of any such construction, but does not include the installation of mains and service-lines in, to, or from industrial plants or other buildings.

A similar exemption was granted last year for the period April 2 to December 31 (L.G. May, p. 550).

## British Columbia Male and Female Minimum Wage Acts

### Office Workers

A new minimum wage order which provides for a minimum wage of 75 cents an

hour for experienced office workers, including telephone and telegraph switchboard operators, was gazetted December 27. The new order, Male and Female Minimum Wage Order No. 34 (1956), was made on December 11 following a hearing by the Board of Industrial Relations and went into effect on February 4, 1957, rescinding Order No. 79 (1945) (L.G. 1945, p. 767) which applied to female switchboard operators and Order No. 34 (1948) (L.G. 1948, p. 1135) which covered women employees in other office occupations.

The application of the new order differs from the orders it replaces in several respects. Firstly, it has a wider coverage not only because it applies to male office workers, but also because it also covers accountants who were excluded under the former order for office workers. In other respects, however, the coverage is the same, the order applying to all kinds of clerical work and to the work of operators of switchboards and other mechanical appliances used in connection with telephony and telegraphy, as well as to the work of stenographers, bookkeepers, typists, clerks, cashiers, checkers, invoicers, comptometer operators, auditors and attendants in physicians' and dentists' offices and in other offices. It does not apply to persons acting in a supervisory or managerial capacity.

A second change is that the definition of learner has been modified to the extent that it now applies only to an employee with less than two months' experience in the occupation for which he was engaged for whose employment the Board has issued a permit in writing. Under Order No. 34 (1948), the learning period for office workers was four months; under Order No. 79 (1945), an employee had to work over six months before she was entitled to be paid at the rate of \$3.36 per day, the highest rate in the salary range for switchboard operators.

Thirdly, the new order differs from the two previous orders in that it does not distinguish between full-time and part-time employees. The 75-cent rate applies regardless of the length of the employee's work-day, except in the exceptional cases described below. Order No. 79 (1945), on the other hand, provided that the wages of part-time switchboard operators would be pro-rated, and Order No. 34 (1948) set weekly rates (\$18 in the case of experienced workers) for office employees who worked 36 hours or more a week and hourly rates (50 cents for persons with experience) for those who normally worked less than 36 hours a week.

As under the former order for office workers, hours are not to exceed eight in the day and 44 in the week except during unusual circumstances when the Board has issued a permit to extend hours. This applies the 44-hour weekly limit to switchboard operators for whom the weekly limit under the former order was 48 hours or 56 hours in emergencies. As before, the Board may approve an arrangement permitting an operator residing on the employer's premises to take emergency calls between the hours of 10 p.m. and 8 a.m.

Like most minimum wage orders, the new order permits some variation of the minimum wage. The 75-cent rate does not apply in the case of apprentices, and handicapped or part-time employees for whom the Board has issued a permit to work for less than the minimum wage, the Order providing that these persons must be paid at the rate specified in the permit. Lower rates, 55 cents an hour during the first month of employment and 65 cents an hour the second, are payable to learners with permits. In the absence of a permit, however, the full minimum rate applies.

The Order also requires one and one-half the regular rate to be paid for all hours worked in excess of eight in the day and 44 in the week where the hours worked do not exceed eight in any one day, subject to some exceptions. Employees who by custom or arrangement work fewer than eight hours on some days and more than eight on others and persons whose hours are averaged over a fixed period are not eligible for the overtime rate until they have completed the hours agreed upon. The same is true of employees whom the Board has granted special permission to work beyond the prescribed limits. The overtime provision may also be varied in the case of an undertaking which, because of the nature of the work, has been removed from the operation of the Hours of Work Act, or an occupation which has been exempted by a regulation under the Act.

The Order has a daily guarantee provision which, while similar to that contained in other minimum wage orders issued within the past year, differs from that provided under the two former orders. This provision requires an employee who reports for work on the call of an employer to be paid a minimum of two hours' pay at the regular rate unless his condition is such that he is not competent to perform his duties or he has failed to comply with the Accident-prevention Regulations of the Workmen's Compensation Board. An

employee who commences work in response to a call is to receive a minimum of four hours' pay except where his work is suspended because of inclement weather or other reasons completely beyond the control of the employer. School students reporting for work on school days on the call of an employer are guaranteed a minimum of two hours' pay. The daily guarantee provision in the former order for office workers was not subject to the qualifications described above but could be varied by the Board in the case of part-time employees. Order No. 79 provided that every operator required to report for work was to be paid not less than 3 hours' pay at the regular rate.

Employers are required to allow their employees 32 consecutive hours of rest weekly except in special cases where the Board has approved a different arrangement following a joint application by employers and employees. This provision is not only significant for male employees who, not being covered by a minimum wage order, were not previously guaranteed a weekly rest, but also represents a change for female switchboard operators for whom a weekly rest of only 24 hours had been provided under the former order.

The new order also includes a provision requiring split shifts to be confined to a 12-hour period immediately following commencement of work, as well as the usual provisions respecting semi-monthly pay, posting of orders and schedules and the keeping of records.

#### *First-Aid Attendants*

A new minimum wage order for first-aid attendants, Male and Female Minimum Wage Order No. 39 (1956), effective February 4, 1957, was issued by the Board of Industrial Relations, replacing Order No. 39 (1948) (L.G. 1948, p. 1136). The new order sets a minimum rate of \$1.25 an hour.

The Order defines the term "first-aid attendant" to mean every employee employed in whole or in part as a first-aid attendant who is in possession of an industrial first-aid certificate in good standing and is designated by his employer as the first-aid attendant pursuant to the provisions of the Workmen's Compensation Act.

The Order applies to every first-aid attendant and his employer, except first-aid attendants who are exempt from the hours of work provisions of the Hours of Work Act as being employed in a supervisory, managerial or confidential capacity.

The minimum wage for first-aid attendants has been raised from 75 cents

to \$1.25 an hour. Exceptions are made where part of the time of a first-aid attendant is spent at other work for which a higher minimum rate is fixed, in which case the higher rate must be paid; and in the case of employees classified by the Board of Industrial Relations as handicapped, or as part-time employees or as apprentices for whose employment the Board has issued permits to work for less than the minimum wage, and who are to be paid the rate specified in the permit.

Subject to the exceptions provided under the Hours of Work Act and described above in relation to office workers, the hours of work of any first-aid attendant are not to exceed eight in the day and 44 in the week. Overtime pay of time and one-half the regular rate must be paid for all hours worked in excess of eight in the day and for all hours worked in excess of 44 in the week where the hours worked do not exceed eight in any one day. The overtime rate of pay does not apply to first-aid attendants while employed as emergency fire-fighters and fire wardens, nor in the exceptional cases described above in connection with the office workers' order.

A first-aid attendant is to receive regular rate of pay and his actual expenses and transportation costs when attending a patient on his way to the office of a medical practitioner, hospital, or other destination.

There are also the usual provisions regarding daily guarantee, semi-monthly pay, posting of orders and keeping of records.

#### **Nova Scotia Women's Minimum Wage Act**

##### *General Order*

An order of the Nova Scotia Minimum Wage Board extending the application of the overtime provision contained in the Minimum Wage Order of August 18, 1951 to female employees whose normal rate is above the minimum wage fixed by the Board was approved by the Lieutenant-Governor on December 18 and gazetted on January 2. As a result, all female employees except domestic servants in any of the cities or incorporated towns, and employees subject to the special order for beauty parlours, must now be paid one and one-half the regular rate for all hours worked in excess of 48 or of the usual number of hours worked in a week, if they are less than 48. Previously, this overtime provision applied only to employees who were paid at the rate specified in the Order.

##### *Beauty Parlour Employees*

A second order approved by the Lieutenant Governor on December 18 and

gazetted on January 2 amends the special minimum wage order for women employed in beauty parlours by providing minimum weekly rates for beauty operator students during the first six months of training, effective from January 12, 1957. The original order (L.G. 1955, p. 452) did not set a minimum wage for learners during the first six months of training.

The new weekly rates, \$6 during the first three months and \$9 during the second three months, apply in the three zones and are payable to all employees who are receiving instruction and training in hair-dressing, permanent waving, manicuring, and similar occupations and whose total period of instruction with one or more employers or in one or more schools has not exceeded 18 months.

The rates for the second and third six months of training are unchanged, the minimum weekly wage for the second six months being \$12 in Zone I, \$11 in Zone II and \$10 in Zone III and for the third six months \$14 in Zone I, \$13 in Zone II and \$12 in Zone III.

### **Ontario Industrial Standards Act**

The Ontario Minister of Labour in an order approved by O. Reg. 220/56 and gazetted on November 17 designated the ladies' dress and sports-wear industry as an industry under the Industrial Standards Act. As a result, representatives of employers or employees may petition the Minister to authorize an industrial standards officer to convene a conference of employers and employees with a view to having a schedule of wages and hours and days of labour adopted for the industry.

The same industry was also declared to be an interprovincially competitive industry by the Industry and Labour Board in an order authorized by O. Reg. 228/56 gazetted on November 24, with the result that employers and employees in this industry may be assessed to provide revenue for the enforcement of a schedule.

The following industries were previously designated as interprovincially competitive industries by the Board: the ladies' cloak and suit industry, the men's and boys' clothing industry, the men's and boys' hat and cap industry and the millinery industry.

### **Ontario Workmen's Compensation Act**

Amendments to the regulations under the Workmen's Compensation Act authorized by O. Reg. 240/56 were gazetted December 8, removing some operations connected with the retail trade from the list of industries excluded from the benefit section of the Act and making some

changes in Schedule I which contains the list of industries in which the employers are liable to contribute to the accident fund.

In line with the extension of coverage to the retail industry (L.G. Jan. 1957, p. 70) the following industries which were previously excluded when carried on in connection with a retail store are no longer exempted: boot-making, shoemaking and repairing boots and shoes, coffee-grinding, drug-manufacturing, harness-making and harness-repairing, meat-cutting, the business of an optician, paper-cutting, pipe-cutting, sausage-manufacturing, tin-smithing and watch-, clock-, and jewellery-making and repairing. An industry carried on as part of an exclusively retail business dealing in men's or women's clothing, white-wear, shirts or collars, corsets, hats or caps, and furs or robes is now covered also.

Some of the industries listed in Schedule I have been redefined to conform with this change in coverage. The industry of operating breweries, distilleries and brewers' warehouses now includes distribution and a new industry, the distribution of brewery or distillery products, has been added. The sale as well as the installation of furnaces, oil-burners and other heating appliances is now listed as well as the buying and selling of seed, feed, flour and grain.

Schedule I has also been amended by the addition of the following industries: operating a taxicab business, vacuum metalizing, operating spray paint shops, pipeline construction, test boring and earth sampling. Other new industries are: seed cleaning and the operation of hay baling machines, and the sale and installation of metal window-frames, screens, doors and awnings. Some other changes have been made within classes.

### **Prince Edward Island Electrical Inspection Act**

Several amendments to the regulations under the Prince Edward Island Electrical Inspection Act were approved by the Lieutenant-Governor in Council on December 20 and gazetted on December 29.

The definition of "electrical equipment" has been deleted and the general section has been altered to provide that all electrical installations used or offered for sale in the province must be "accepted" or "approved" as defined in the Canadian Electrical Code and that no person may dispose of any electrical installation which has not been "approved". This rule formerly applied to electrical equipment used in electrical installations.

The Chief Electrical Inspector is now authorized to appoint the four other

members of the board which will meet semi-annually to conduct examinations for a journeyman's licence. When the regulation approving the setting up of the board was made last October (L.G. Jan. 1957, p. 70) it merely stated the board was to consist of five members, including the Chief Electrical Inspector.

Another new provision requires persons wishing to be licensed as radio or television repair operators to pass an examination before the board. Previously only radio repair operators had to pass an examination in order to qualify for a licence.

### **Saskatchewan Vehicles Act**

New regulations made by the Saskatchewan Highway Traffic Board under authority of Section 8 of the Vehicles Act were gazetted December 14, replacing those issued in June 1951. Although some of the insurance requirements and tariffs have been revised, the provisions respecting chauffeur examinations, log books and safety standards are for the most part unchanged except for the addition of a new section on school buses.

Under the Act, the Highway Traffic Board may require an applicant for a licence to take a driver's examination as prescribed in the regulations. The examination requirements are the same as formerly, the new regulations prescribing written, physical aptitude and road tests for applicants who are required to take driver examinations. The passing mark on the written examination is 70 and the road tests must be sufficient to test the ability and skill of the applicant. The physical aptitude tests which are prescribed for all applicants except those in locations north of Township 65 must be sufficient to indicate the visual acuity, field of vision, colour identification and foot reaction time of the driver. An applicant who fails the written examination or the road tests may be given a learner's permit but is not eligible for re-examination until he has had sufficient time to become familiar with driving techniques.

Although the Board has authority to make regulations governing the hours of employment of drivers of public service and commercial vehicles, the regulations do not place any limitation on hours but they do require certain truck drivers to keep individual log books. As previously, there is a provision stating that every driver engaged in intra-provincial or extra-provincial transportation employed by a holder of a class "A", "E" or "R" certificate of registration (certain types of truck licences) or the holder himself, if he drives,

is required to keep a log showing place of origin and destination of each trip, and the dates and times of reporting for duty and of going off duty and periods of driving or operating and other work. The log is to be in the personal possession of the individual driver during his entire duty period and the entries are to be made by the driver himself at the time of going on or off duty.

For the purpose of this regulation, "drive or operate" includes all time spent on a moving vehicle and any interval not in excess of 10 minutes in which a driver is on duty but not on a moving vehicle. A driver is considered "on duty" from the time he begins to work or is required to be in readiness to work until he is relieved from work and all responsibility for performing work. Time spent sleeping or resting in a berth may not be counted when computing operating time or time on duty.

Among the safety requirements intended to protect both the public and drivers is a provision which prohibits the transportation of explosives except under special authority of the Board which may only be granted in accordance with federal Acts and regulations. Another provides that a transport tank for liquefied petroleum gas may not be used in transit unless the vehicle in which it is permanently mounted has been approved and authorized by the Board in accordance with the provisions of the Boiler and Pressure Vessel Act and regulations. Every motor vehicle carrying L.P. Gas must be clearly marked on each side and in the rear. A tank with a capacity of 500 gallons or more while being used to transport fuel petroleum products must be securely fastened to the vehicle upon which it is carried.

As previously indicated, there are special rules for school buses. A driver of a motor vehicle used to convey children to and from school must have a chauffeur's licence if the school board so directs and must also present himself for medical examination as directed by the school board. Drivers are also forbidden to smoke or be under the influence of liquor when transporting pupils.

Among the special safety measures is a provision which requires every motor vehicle used to transport children to and from school to be equipped with a fire extinguisher of a type approved by Underwriters' Laboratories which is to be located in the forward end of the vehicle easily accessible to the driver. A satisfactory first-aid kit is to be maintained in every school bus with a carrying capacity of 12 or more.

## Saskatchewan Oil and Gas Conservation Act

New regulations under the Saskatchewan Oil and Gas Conservation Act authorized by O.C. 2709/56 were gazetted on January

4, replacing those approved by O.C. 304/53 (L.G. 1953, p. 591). While some of the rules relating to drilling, development and production have been revised, the safety regulations were not substantially changed.

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# 39<sup>th</sup> Annual Convention of the International Association of Governmental Labor Officials

Problems of industrial safety and health laws for the protection of women and children, minimum wages, migrant labour and mediation and conciliation were discussed at the 39th annual convention of the International Association of Governmental Labor Officials held at Miami Beach, Florida, from November 27-30, 1956. Labour Departments of 39 states, Alaska, Puerto Rico, nine Canadian provinces as well as the United States and Canadian federal Departments of Labour are members of the Association.

The Secretary of Labor of the United States, James P. Mitchell, at the opening session, addressing himself particularly to state representatives, urged them to improve their labour and social legislation. He reminded the delegates that it is the policy of the Administration to foster the initiative of the state governments but warned that unless the states do more, the federal government would be under pressure to step in and fill the breach with needed legislation. Mr. Mitchell named the fields in which state action was particularly needed: unemployment insurance, workmen's compensation, conciliation and mediation in intra-state industries, and industrial safety.

At the safety and health session, Ronald Turton, Assistant Chief Inspector of the Ontario Department of Labour, discussed the safety laws in effect in his province. In Canada, he pointed out, safety laws may be enacted at all levels of government, federal, provincial and municipal. He outlined the main safety provisions established by provincial law and the method of inspection. He mentioned the work of the Canadian Association of Administrators of Labour Legislation in connection with the development of a code for punch-press guarding and suggested that the IAGLO might be instrumental in working towards safety standards acceptable in both countries.

During the panel discussion on minimum wages, the Hon. Lyle Wicks, Minister of Labour of British Columbia, outlined the method of minimum wage fixing in his province. As a result of the discussion on minimum wages the conference passed a resolution urging that the model minimum wage bill adopted by the Association several years ago be reviewed in the light of development in the field since that time.

Among the speakers from other organizations was Dr. Henry David of Columbia University, Executive Director of the National Manpower Council, who told the session that the studies conducted by the Council led him to believe that labour laws for the protection of women did not limit the participation of women in the labour force to any great extent.

Lazelle Alway of the Field Service of the National Child Labour Committee, who acted as chairman of the panel on child labour laws, was concerned about the number of attacks on the laws coming from responsible persons and hoped that more interpretative material would be published to answer the charges. The conference passed a resolution urging that the standards of child labour laws be maintained and that a positive program be adopted to stimulate guidance and employment services to young persons.

In the mediation and conciliation session, J. B. Metzler, Deputy Minister of Labour of Ontario, outlined the salient provisions of the Ontario Labour Relations Act with respect to conciliation services.

The Canadian delegates to the conference were: Hon. Lyle Wicks, Minister of Labour of British Columbia; Hon. C. H. Ballam, Minister of Labour of Newfoundland; J. B. Metzler, Deputy Minister of Labour for Ontario; Ronald Turton,

*(Continued on page 215)*

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit and of claimants on "live" file at month-end higher in November than in October but lower than in November 1955.\* New beneficiaries show year-to-year increase

The number of initial and renewal claims for unemployment insurance benefit in November was 72 per cent higher than in October but 5.3 per cent lower than in November 1955.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 151,356 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 87,929 in October and 159,757 in November 1955.

Claimants having an unemployment register in the "live file" numbered 215,378 (155,850 males and 59,528 females) on November 30, compared with 139,377 (88,259 males and 51,118 females) on October 31, and 219,786 (162,252 males and 57,534 females) on November 30, 1955. (Figures for the current month include 843 claimants for seasonal benefit; beginning with the last week of November, claimants failing to establish a benefit period have their claims automatically considered under the seasonal benefit terms of the Act.)

Adjudications on initial and renewal claims during November totalled 121,516, of which 91,884 were in the category "entitled to benefit". Of the 26,474 initial claims classed as "not entitled to benefit," 18,810 were in respect of claimants unable to satisfy the minimum contribution requirements. Total disqualifications, *i.e.*, those arising from initial, renewal and revised claims, numbered 16,030, the chief reasons being: "voluntarily left employment without just cause" 5,899 cases; "not capable of and not available for work" 3,850 cases and "refused offer to work and neglected opportunity to work" 1,534 cases.

New beneficiaries during November numbered 74,130, compared with 50,123 during October and 65,061 during November 1955.

Benefit payments amounted to \$9,275,471 in compensation for 478,265 weeks in November, compared with \$8,066,104 and 420,207 weeks in October, and \$8,661,628, 14,982 days and 514,456 weeks in November 1955.

Ninety per cent of the weekly payments were in respect of complete weeks of unemployment, *i.e.*, weeks in which no reduction occurred in the weekly benefit rate. Excess earnings accounted for 34,776 weeks or 71 per cent of the 48,891 compensated weeks recorded as partial benefit weeks.

The estimated average weekly number of beneficiaries was 108.6 thousand for November, in comparison with 95.5 thousand for October and 118.0 thousand for November 1955.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November show that insurance books or contribution cards were issued to 4,645,535 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At November 30 employers registered numbered 286,987, a decrease of 1,126 during the month.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

## Enforcement Statistics

During November, 5,410 investigations were conducted by district investigators across Canada. Of these, 4,678 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions. The remaining 732 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 68 cases, 23 against employers and 45 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 316.\*

## Unemployment Insurance Fund

Revenue received in November totalled \$21,038,964.17 compared with \$22,058,882.82 in October and \$20,561,805.96 in November 1955. Benefit payments in November amounted to \$9,258,141.20, compared with \$8,048,372.58 in October and \$8,642,656.05 in November 1955. The balance in the fund at November 30 was \$917,638,981.85; at October 31 there was a balance of \$905,858,158.88 and at November 30, 1955, of \$882,161,407.84.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1325, December 27, 1956

**Summary of the Facts:** The claimant and those associated with him in this appeal filed applications for benefit on or about May 4, 1956, stating that they had been employed by the Universal Fur Dressers and Dyers Limited, Toronto, Ont., when on May 3 they were laid off because of a shortage of work.

According to the submissions, the Fur Workers' Union, Local 68, Amalgamated Meat Cutters & Butcher Workmen of North America (AFL-CIO) opened negotiations, in April 1955, with the company for a new bargaining agreement. Negotiations were still in progress on May 3, 1956, when an alleged work slowdown took place in the Gas Ironing Department, where the claimants were employed. On that date seven employees of that department were dismissed and the others, including the claimants, were allegedly taken off the job by the shop chairman. On May 7 a general strike was declared at the plant but work was resumed the next day when an agreement was signed. In the Gas Ironing Department, however, there was a complete stoppage of work until May 14, when those who had been dismissed were taken back. The other members of that department were recalled on May 22.

On the evidence before him, the insurance officer disqualified the claimants from receipt of benefit, pursuant to Section 63 of the Act, from May 3, 1956, to May 13, 1956.

The claimants appealed to a board of referees, before which they and representatives of the union and the company appeared in Toronto on June 29, 1956. The board dismissed the appeal by a majority decision and increased the period of disqualification to May 21, 1956, as the claimants had not returned to work until May 22, 1956.

From the decision of the board of referees, the interested union appealed to the Umpire. The union also requested a hearing, which was held in Toronto on December 6, 1956. Max Federman represented the union and C. N. Beauchamp appeared on behalf of the Unemployment Insurance Commission.

**Conclusions:** The evidence clearly indicates, and in fact it was so stated at the hearing before me by the union's representative, that, quite apart from the dispute concerning the renewal of the bargaining agreement, there was a disagreement in the Gas Ironing Department between the employer and the employees regarding the work output. This disagreement, which had been in existence for quite some time, finally materialized, on May 3, in dismissals followed by withdrawals of work with a complete stoppage of work.

This essentially constitutes a labour dispute within the meaning of the Act, and the claimants must be held to have lost their employment on account of a stoppage of work due to a labour dispute. As all of them were directly interested in

\*These do not necessarily relate to the investigations conducted during this period.

the result of this dispute, there can be no doubt that they could not be relieved from the disqualification laid down in Section 63(1) of the Act.

I have noted that the board of referees extended the period of disqualification to May 21, when the claimants resumed work. In my opinion, the only question which was before the board was whether or not the claimants were subject to disqualification under Section 63, the insurance officer having decided on the facts before him that the stoppage of work in the Gas Ironing Department had ceased to exist on May 14, when a number of its employees were recalled. For that reason the disqualification previously imposed is hereby reinstated. With this reserve the appeal is dismissed.

### **Decision CUB-1326, December 27, 1956**

**Summary of the Facts:** The claimant filed an initial application for benefit on May 8, 1956, stating that she had worked as a packer for the Canadian General Electric Company Limited, Toronto, Ont., from February 25, 1953, to May 7, 1956, when she was laid off because of a shortage of work. At the time of separation her rate of pay was \$1.25 an hour.

On July 26, 1956, the local office notified the claimant of an offer of permanent employment as a packer with a manufacturer of electrical engines in Weston, Ont., some 14 miles from her home, at a wage of 80 cents an hour. The prevailing rate of pay in the district for that type of work was reported by the local office to be 70 to 85 cents an hour. The hours of work were eight a day and 40 a week, day work. She refused to apply for the job because the wages were too low.

The insurance officer disqualified the claimant from receipt of benefit from July 22, 1956, to September 8, 1956, because in his opinion she had, without good cause, refused to apply for a situation in suitable employment (Section 59(1)(a) of the Act).

The claimant appealed to a board of referees, which, after having heard the representations made by officials of the union of which she is a member, namely, the United Electrical, Radio and Machine Workers of America, in Toronto on September 27, 1956, unanimously maintained the decision of the insurance officer.

The union appealed to the Umpire and requested a hearing before him, which was held in Toronto on December 7, 1956. The union was represented by R. Russell, Secretary-Organizer, and the Unemployment Insurance Commission by C. N. Beauchamp.

**Conclusions:** On the facts before me I have to disagree with the unanimous finding of the board of referees.

According to Section 59(2)(b) of the Act, employment in his usual occupation is not suitable for a claimant, if it is at a lower rate of earnings than that recognized by good employers.

In the present case new and undisputed evidence was introduced at the hearing before me, which would indicate that the prevailing rate of pay in the district for a packer, the claimant's usual occupation, is above that reported by the local office. It is patent that the survey of wage rates now on file, which allegedly was used to determine the prevailing rate in the case, is incomplete and unsatisfactory.

While it is highly desirable that parties make their whole case before the board of referees, and that only in special cases should new proof be brought before the Umpire, I am prepared in this instance to accept the evidence referred to above, instead of referring the case back to the board, to obviate delay and expenses.

The claimant was justified in refusing to apply for the job notified to her, not on the basis that it was at lower wages than in her former employment but on the basis that the prevailing rate of pay was higher than the salary offered.

The appeal is allowed.

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### **IAGLO Convention**

*(Continued from page 212)*

Assistant Chief Inspector, Ontario Department of Labour; Jacques Casgrain, Technical Adviser, Quebec Department of Labour; and from the federal Department of Labour, Edith Lorentsen, Director, Legislation Branch, and Agnes Loughy of the Legislation Branch staff.

The President of the Association for the next year will be James T. Vocelle, Chairman of the Florida Industrial Commission. H. S. Elkin, Deputy Minister of Labour of Saskatchewan, was elected to the six-member Executive Board.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during December

### Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 89 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 116 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd. ....	1	\$ 31,275.00
Defence Production .....	106	923,665.00
R.C.M.P. ....	2	1,094.36

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during December

During December the sum of \$8,450.76 was collected from eight employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 291 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Hamilton Ont:* McElmon Construction Ltd, \*repairs of fire damage. *Ottawa Ont:* Durie Mosaic & Marble Ltd, \*alterations & repairs to shower rooms, Laurentian Terrace. *Toronto Ont:* Truscon Steel Co, cutting, bending & supplying of steel for bldgs, Regent Park South. *Kamsack Sask:* Kowalishen Construction, \*repair of fire damage. *Victoria B C:* W P George, \*replacement of counter tops in units, Victoria Veterans' Projects.

### Department of Citizenship and Immigration

*Kenora Indian Agency Ont:* Jas Ratchford Plumbing & Heating, renovation of domestic water supply piping, Cecilia Jeffrey IRS. *Walpole Island Indian Agency Ont:* J L Thompson Supply Ltd, addition to No 2 Indian day school. *Dauphin Indian Agency Man:* W H Ludgate Construction Co, \*renovations to Ebb & Flow day school. *Carlton Indian Agency Sask:* Axel Olson, construction of garage, Prince Albert IRS. *Williams Lake Indian Agency B C:* Overton Bros, construction of Alkali Lake day school.

### Defence Construction (1951) Limited

*Deepbrook N S:* Babcock-Wilcox & Goldie McCulloch Ltd, installation of boilers & equipment, HMCS *Cornwallis*. *Camp Gagetown N B:* Forbes & Sloat Ltd, grading, seeding, sodding & construction of sidewalks, etc. *Valcartier Que:* Municipal Signal & Supply Co Ltd, installation of fire alarm system. *Barriefield Ont:* M Sullivan & Son Ltd, construction of technical stores bldg, garage & outside services. *Camp Borden Ont:* Albi Applicators Ltd, removal of ferromastic from structural steel & application of fire retardant coating in hangars. *North Bay Ont:* The Pentagon Construction Co Ltd, supply & erection of steelox type crew bldg, foundations for readiness hangars & outside services, RCAF Station. *Petawawa Ont:* Ball Bros Ltd, construction of garage & outside services. *Rockcliffe Ont:* Shore & Horwitz Construction Co Ltd, construction of barrack block & outside services, RCAF Station. *Trenton Ont:* E W Vanner & Son, interior redecorating of barrack blocks, RCAF Station. *Uplands Ont:* F E Cummings Co Ltd, construction of telephone exchange bldg, RCAF Station. *Windsor Ont:* Granite Construction Ltd, conversion of dairy bldg for RCAF accommodation. *Winnipeg Man:* Bird Construction Co Ltd, construction of demountable partitions & installation of power in hangar & workshops, RCAF Station. *Moose Jaw Sask:* Bird Construction Co Ltd, construction of garages, RCAF Station. *Cold Lake Alta:* Everall Engineering Ltd, construction of roads, walks & parking areas, RCAF Station.

### Building and Maintenance

*Halifax N S:* Martin & Moore Ltd, interior painting of apartment bldgs, Windsor Park. *Longue Pointe Que:* Noel Romeo & Co Ltd, rewiring & relighting bldg No 29, RCO school. *Montreal Que:* Charney Bros Inc, interior painting of drill hall. *Ste Foy Que:* Citadel Painters & Decorators Reg'd, interior painting of PMQs. *Valcartier Que:* Broval Construction Co Reg'd, clearing & grubbing of training area No 15. *Barrie Ont:* L T Bristow Plumbing & Heating Ltd, renovation of heating system in armoury. *Uplands Ont:* Gerry Lowery, installation of tile floors in cantilever hangar bldg, RCAF Station. *Calgary Alta:* R H Neven Co Ltd, interior painting of PMQs, Currie Barracks.

*Claresholm Alta*: McCready Johansson Ltd, application of insulated built-up roof on hangar, RCAF Station. *Chilliwack B C*: Berge & Kavanagh Painters Ltd, interior painting of bldgs & PMQs. *Comox B C*: Inlaid Floor (1950) Ltd, installation of tile floors in hangar & workshop, RCAF Station.

## Department of Defence Production

(October Report)

*Summerside P E I*: Curran & Briggs Ltd, repairs to road in PMQ area, RCAF Station. *Bedford N S*: Halifax Shipyards Ltd, installation of expansion loops in steam distribution system, Bedford Magazine. *Cornwallis N S*: A L Parelman, renewal of waterlines, HMCS *Cornwallis*; Maritime Telegraph & Telephone Co Ltd, maintenance of telephone line & equipment, RCN Air Station. *Dartmouth N S*: D A Cummings Ltd, renewal of roofs, RCN Armament Depot; Green's Economiser Ltd, installation of economizer tubes on boiler, RCN Air Station. *Greenwood N S*: C F Cox Ltd, reroofing hangar No 6, RCAF Station. *Halifax N S*: Bedard-Girard Ltd, installation of radar equipment in school, HMCS *Stadacona*; Charles W Marriott, snow removal, sanding & spreading of calcium chloride, DND Army properties areas. *Shearwater N S*: John R Rose, interior painting & sanding of floors in MQ, RCN Air Station. *Chatham N B*: North Shore Construction Ltd, repairing of asphalt roads, RCAF Station. *Bagotville Que*: D Dallaire & Fils, repairs to roofs of hangars, RCAF Station. *Montreal Que*: Antithermo Products Ltd, sealing of concrete floor, No 25 COD. *Quebec Que*: W Rourke Ltd, renovation of manholes, No 5 Works Coy, RCE; Napoleon Giroux Enr, snow removal for 1956-57, No 5 Works Coy, RCE. *St Johns Que*: Philippe Baillargeon Ltée, repair and/or reconstruction of station roads & parking areas, RCAF Station. *St Sylvestre Que*: Telephore St Hilaire, spreading of gravel on road, RCAF Station. *Terrebonne Que*: Canadian Hoosier Engineering Co Ltd, installation of fir poles, Bouchard Military Camp. *Camp Petawawa Ont*: Cresswell-Pomeroy Ltd, installation of window screens on barrack blocks. *Kingston Ont*: English & Mould Ltd, renovation to heating system, RCASC garage; English & Mould Ltd, renovations to heating systems, 440 King St West. *London Ont*: Towland Construction Ltd, repairs to roads & parking areas, No 27 COD. *North Bay Ont*: Lundy Fence Co Ltd, erection of chain link fence, RCAF Station. *Ottawa Ont*: Eagle Construction Co Ltd, reroofing of Canadian Army Signals Engineering Establishment Bldg, Montreal Road. *Rockcliffe Ont*: Canadian Ice Machine Co Ltd, installation of evaporative condenser in rink, RCAF Station. *Toronto Ont*: Willard & Bluj, interior & exterior painting of bldg, Cawthra Square, RCAF Station. *Gimli Man*: Conroy Manufacturing Co Ltd, repairs to furnaces in PMQs, RCAF Station. *Shilo Man*: Maple Leaf Construction Ltd, grading, surfacing & seal coating of roads, Military Camp. *Winnipeg Man*: Swanson Construction Co Ltd, snow removal during 1956-57, DND areas. *Suffield Alta*: N A Nowicki, spreading of gravel, Experimental Station. *Belmont Park B C*: Totem Painting Co Ltd, exterior painting of MQs, Belmont Park. *Kamloops B C*: C H Brawn & Son Ltd, repairs to RCN Ammunition Depot. *Vancouver B C*: Empire Roofing & Sheet Metal Works Ltd, reroofing of Bessborough Armoury.

(November Report)

*Grand Falls Nfld*: Atlantic Roofing Co Ltd, reroofing armoury. *Halifax N S*: Francis J Brown, demolition of No 8 bldg, Willow Park. *Sydney N S*: Municipal Ready-Mix Ltd, repairs to roads, Victoria Park. *Chatham N B*: Thompson Bros, application of siding on exterior walls of hangar No 3, RCAF Station. *St Margaret's N B*: M F Schurman Co Ltd, installation of electronic ducts, etc, in Operations Bldg, RCAF Station. *Montreal Que*: Baillargeon & Fournier, snow removal during 1956-57, No 25 COD & barracks area. *Ville La Salle Que*: Lewis Bros Asphalt Paving Ltd, surfacing of roadway to Naval Supply School. *Centralia Ont*: James H Beal & Son Ltd, removal of heating equipment, RCAF Station. *Downsview Ont*: Warren Bituminous Paving Co Ltd, repairs to roadways, RCAF Station. *Kingston Ont*: Foley Construction Ltd, replacement of roof on Martello Tower, Fort Frederick, RMC. *Kitchener Ont*: Harry Wunder Construction Ltd, application of siding on bldgs & fencing property, Knollwood Park Armoury. *Ottawa Ont*: Alfred Grodte, interior painting of drill hall. *Rockcliffe Ont*: Napoleon Fauteux, interior painting of hangar No 54 & scaffolding, RCAF Station. *Trenton Ont*: Upton Bradeen & James Ltd, installation of sewage pumps, RCAF Station. *Uplands Ont*: Universal Electric, installation of flood lighting & outlets in hangar No 11, RCAF Station; E J Oates, installation of hydrant shut-off valves & water main valves, RCAF Station. *Dauphin Man*: C E Thompson, repairs

to roof of drill hall & armoury. *Esquimalt B C*: Victoria Paving Co Ltd, extension to roadway, HMC Dockyard. *Gordon Head B C*: Pacific Sheet Metal Works Ltd, installation of heating equipment & repairs to ducts, etc, in bldgs 1038 & 1032. *Prince Rupert B C*: Spence & Matiuk, painting of bldgs, Armouries.

### National Harbours Board

*Halifax N S*: Blunden Supplies Ltd, construction of office bldg, shed 21 & hot room, shed 20. *Montreal Que*: Pentagon Construction Co Ltd, construction of marine towers & receiving facilities outside Elevator No 1; Charles Duranceau Ltee, construction of shed No 42.

### Department of Public Works

*Sydney N S*: M R Chappell, construction of UIC bldg. *Truro N S*: Atlas Construction Co Ltd, construction of federal bldg. *Walton N S*: James C Eaton, \*dredging. *Fredericton N B*: Weyman Construction Co Ltd, extension to general storage bldg, Experimental Farm. *Saint John N B*: W G Usher Co Ltd, construction of laundry bldg, DVA Hospital. *Comins Mills Que*: Valmore Dumoulin, construction of officer's residence & garage. *Mansonville Que*: Rodolphe Lessard, construction of customs & immigration office bldg. *Ste-Anne des Monts Que*: Gaspe Construction Inc, wharf repairs. *St Jovite Que*: Conrad Forget Inc, construction of post office bldg. *Brantford Ont*: Schultz Construction Ltd, additions & alterations to federal bldg. *Kapuskasing Ont*: Mattagami Construction Co Ltd, construction of office bldg, Experimental Farm. *Ottawa Ont*: Thomas Fuller Construction Co Ltd, construction of Geological Bldg; George A Crain & Sons Ltd, construction of testing laboratory, Riverside Drive; Sirotek Construction Ltd, construction of transformer vault & installation of electrical equipment, horticulture green houses, CEF. *Ashcroft B C*: Kamloops Cabinet Shop, addition & alterations to federal bldg. *Esquimalt B C*: Victoria Machinery Depot Co Ltd, \*renewal & repairs to rotating turret of 25-ton crane. *Fulford Harbour B C*: B C Pile Drivers Ltd, construction of approach & floats. *Nanaimo B C*: Harbour Pile Driving Co, construction of customs floats.

### Department of Transport

*Gander Nfld*: Allied Construction Co Ltd, additions to power & distribution system. *Charlottetown P E I*: Morrison & McRae Ltd, construction of power house & related work. *Greenwood N S*: Lewis Bros Asphalt Paving Ltd, additional development at aerodrome. *Tusket River N S*: Vincent M Babine, construction of dwelling. *Matane Que*: North Shore Builders Ltd, additional development at airport. *Allenburg Ont*: Cameron & Phin Ltd, replacement of lift span deck, Bridge No 11, Welland Ship Canal. *North Bay Ont*: F A Gomoll & Sons, construction of radio beacon bldg. *Thorold Ont*: R A Blyth, painting of lock gates, Welland Ship Canal. *Comox B C*: City Construction Co Ltd, additional development at airport.

## Industrial Standards Acts

(Continued from page 200)

were unchanged at 40. Also at Ottawa, a new schedule increased the minimum rates for brush painters from \$1.50 to \$1.58 and for spray-painters from \$1.65 to \$1.73. Weekly hours were unchanged at 40 between November 1 and March 31, inclusive; 44 between April 1 and October 31.

At Windsor, Ont., a first schedule covering the painting and decorating industry establishes a 40-hour week; wage rates of \$2.10 for spray-painters, \$1.95 for paper-hangers and \$1.90 per hour for brush work. A further increase of 3 cents per hour shall become effective April 1, 1957. Rates for

corresponding night work are 10 cents per hour higher; overtime at time and one-half for the first two hours in excess of regular working hours Monday through Friday; double time for all other overtime work.

In Saskatchewan, a new schedule for the baking industry increased the minimum rates of plant employees by \$3 per week. Weekly hours were unchanged at 40. This schedule does not include any provisions governing specified public holidays as previously. Other provisions include wage rates, commissions and hours applicable to driver salesmen.

# STRIKES AND LOCKOUTS

## Canada, December 1956\*

Less time was lost during 1956 in work stoppages arising out of industrial disputes than in any year since 1951. However, the number of disputes in 1956 was the highest since 1951 and the number of workers involved the greatest since 1952.

In comparison with the 159 stoppages in 1955, there were 224 stoppages in existence during 1956, an increase of 40 per cent; 60,090 workers involved in 1955 and 88,594 in 1956, an increase of 47 per cent; and a time loss of 1,875,400 man-working days in 1955 and 1,261,400 days in 1956, a decrease of 33 per cent.

In 1956, four disputes caused about half the total idleness. These involved: motor vehicle and parts, diesel locomotive, stove, refrigerator and air conditioning factory workers at Oshawa, St. Catharines, Toronto and Windsor, which began on September 19, 1955, and ended late in February 1956; and three stoppages in the textile industry at Drummondville, Magog and St. Jérôme, Que.

The demand for increased wages was the central issue in 120 of the 224 stoppages in 1956, involving 56 per cent of the workers and causing 77 per cent of the idleness. Of the other disputes, 38 arose over discharge, employment and suspension of workers; 34 over conditions of work, policies and workload; 19 over union questions; eight over decreased wages; three were sympathy stoppages; one over reduced hours; and one was a jurisdictional dispute.

In December 1956, preliminary figures show 18 strikes and lockouts in existence involving 1,513 workers with a time loss of 15,595 man-working days, compared with 36 strikes and lockouts in November 1956, with 4,241 workers involved and a loss of 40,860 days. In December 1955, there were 15 strikes and lockouts, 17,720 workers involved and a loss of 340,410 days.

Based on the number of non-agricultural paid workers in Canada, the time lost in December 1956 was 0.02 per cent of the estimated working time; November 1956, 0.05 per cent; December 1955, 0.39 per cent; the year 1956, 0.12 per cent; and the year 1955, 0.18 per cent.

Of the 18 strikes and lockouts in existence in December 1956, one was settled in favour of the workers, four were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the year nine disputes were still in existence.

(The record does not include minor strikes such as are defined in a footnote to Table G-1 nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes and lockouts of this nature still in progress are: compositors, etc., at Winnipeg, Man., which began on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; newspaper printing plant workers at Montreal, April 20, 1955; soft drink route salesmen and warehouse workers at Hamilton, July 24, 1956; hydraulic equipment factory workers at Montreal, August 9, 1956; electroplating factory workers at Hamilton, August 21, 1956; and metal pad factory workers at Hamilton, August 23, 1956. Two stoppages which were included in this category in the January LABOUR GAZETTE have since been reported as concluded. These were: hotel employees at Leamington, Ont., which began in July 27, 1956, and was concluded on December 17, 1956, and concrete block and sewer pipe factory workers at Ottawa, which began on October 10, 1956, and was later reported as concluded by October 15, 1956.)

## Other Countries

(The latest available information as to strikes and lockouts in various countries is given here from month to month. Statistics given in the annual review and in this article are taken from the government publications of the countries concerned or from the International Labour Office *Year Book of Labour Statistics*.)

## Great Britain and Northern Ireland

According to the British *Ministry of Labour Gazette*, the number of work stoppages in Great Britain and Northern Ireland beginning in October 1956 was 294, and 16 were still in progress from the previous month, making a total of 310 during the month. In all stoppages of work in progress, 60,400 workers were involved and a time loss of 191,000 days caused.

\*See Tables G-1 and G-2 at back of book.

Of the 294 disputes leading to stoppages of work that began in October, 39, directly involving 7,600 workers, arose over demands for advances in wages, and 90, directly involving 15,600 workers, over other wage questions; 12, directly involving 2,000 workers, over questions as to working hours; 26, directly involving 5,500 workers, over questions respecting the employment of particular classes or persons; 119, directly involving 15,100 workers, over other questions respecting working arrangements; five, directly involving 800 workers, over questions of trade union principle; and three, directly involving 9,000 workers, were in support of workers involved in other disputes.

## New Zealand

The New Zealand *Monthly Abstract of Statistics* for November 1956 reported a total of nine work stoppages arising out of industrial disputes during the third quarter of 1956. There were 1,348 workers involved and a loss of 1,760 working days.

## United States

Preliminary estimates for 1956 show 3,800 work stoppages resulting from labour-management disputes beginning in the year, involving 1,900,000 workers. The time loss for all work stoppages in progress during the year was 33,000,000 days. Corresponding figures for 1955 were 4,320 stoppages, 2,650,000 workers and a loss of 28,200,000 days.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, January 1957\*

The consumer price index (1949=100) remained practically unchanged between December and January, moving down one-tenth of a point from 120.4 to 120.3.

Decreases in the food and clothing indexes outweighed increases in the other three main groups.

The food component decreased from 117.5 to 117.1 as appreciably lower prices for eggs and imported fresh fruits and vegetables, combined with lesser decreases for pork items, coffee and chocolate bars, proved more important than fractional increases recorded by a lengthy list of food items. Clothing decreased from 108.6 to 107.6 as seasonally lower prices for items of winter wear, notably women's fur and cloth coats, outweighed increases for several items of men's wear.

An increase in the household operation index from 118.6 to 119.0 was due to firmer prices for coal coupled with slight increases in household help and home-furnishings. Other commodities and services moved from 122.9 to 123.1, mainly because of a further increase in automobiles, following complete pricing of 1957 models. In addition, slight advances appeared in personal care items. Increases in both the rent and home-ownership

components were responsible for the slight gain in the shelter index from 133.5 to 133.6.

One year earlier (January 1956) the index stood at 116.8. Group indexes on that date were: food 111.5, shelter 131.3, clothing 108.6, household operation 116.5, and other commodities and services 119.0.

## City Consumer Price Indexes, December 1956†

Consumer prices indexes for the regional cities (1949=100) showed varied results between November and December 1956: five were higher, three down slightly and two unchanged.

An increase of 0.6 per cent in the Saint John index was the largest change in all ten cities. Food indexes were higher in St. John's, Halifax and Saint John, unchanged in Vancouver and lower in the other six cities.

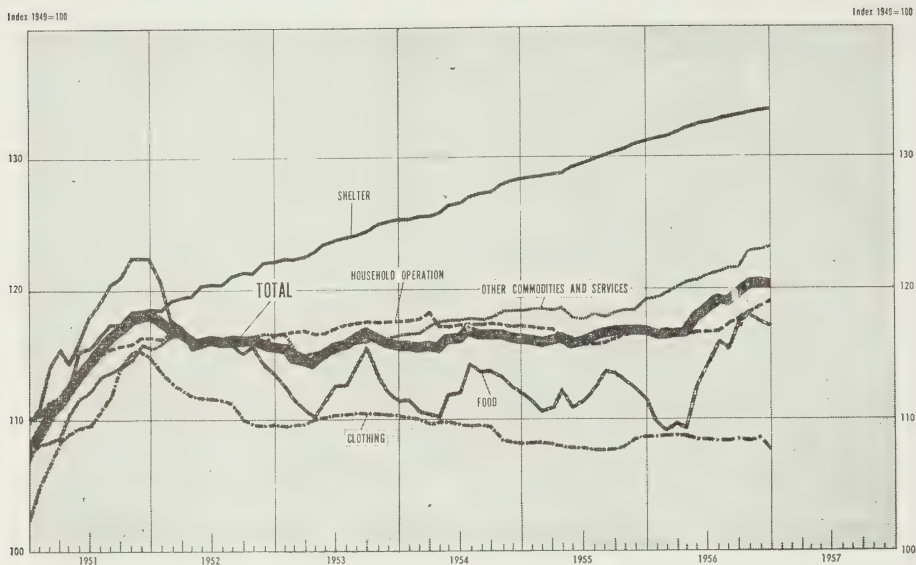
Regional consumer price index point changes between November and December were as follows: Saint John +0.7 to 121.1; St. John's +0.5 to 107.5‡; Halifax +0.5 to 118.5; Vancouver +0.2 to 121.7; Ottawa +0.1 to 121.6; Edmonton-Calgary -0.3 to 117.4; Montreal -0.2 to 120.7; Saskatoon-Regina -0.1 to 117.1. Toronto and Winnipeg remained unchanged at 123.1 and 118.4 respectively.

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

‡On base June 1951=100.

# CONSUMER PRICE INDEX FROM JANUARY 1951



## Wholesale Prices, December 1956

Canada's general wholesale price index (1935-39=100) advanced 3 per cent in December to 228.1 from 221.5 a year earlier and 5.9 per cent from 215.4 in December 1954. The index stood at 226.6 in November 1956. Increases over November were recorded in seven of the eight main component groups, wood products registering the only decline.

Price increases in 1956 were considerably more widespread than in 1955, when a substantial part of the general increase was due mainly to a rise of 18 per cent in the non-ferrous metals group. In 1956, five of the eight main component groups registered increases ranging from 3 per cent to 9 per cent, one rose and one fell by less than 2 per cent. The non-ferrous metals group registered the other decline, with a drop of over 5 per cent.

A decline of 1.8 per cent in wood products reflected reduced receipts for export sales due to the strength of the Canadian dollar. The 5-per-cent drop in non-ferrous metals was due mainly to copper and its products, which receded in the latter half of the year from its earlier extreme highs. However, a substantial year-end increase in nickel partly offset the decrease in copper.

Iron and its products advanced 8.8 per cent in the year to register the most pronounced rise of the six groups and continued an upward trend begun in mid-1955. Animal and vegetable products groups reported increases for the first time in

several years, with animal products rising 6.6 per cent and vegetable products 3.8 per cent. Non-metallic minerals advanced 5.5 per cent, reflecting widespread increases for items included in this component. Chemicals and textiles recorded increases of 1.7 per cent and 3.3 per cent, respectively. The advance in chemicals was slightly larger than for several years, and that in textiles was the first to occur since 1951.

**For residential building material prices,** the index (1935-39=100) climbed 1.7 per cent to 292.7, continuing at a more moderate rate the upward trend begun in June 1954. Major gains were reported in brick, tile and stone, plumbing and heating equipment, lath, plaster and insulation. Lumber items advanced strongly during the early months but the gains were almost cancelled by subsequent weakness in western lumber.

**Non-residential building materials index** (1949=100) rose 2.9 per cent to 129.6 from 126.0. Scattered price increases were partly offset by small decreases. Steel and metal work, hardware, plumbing and heating, and "other" equipment groups were affected by the higher price for steel since August, while important increases were also recorded for roofing materials, lath, plaster and insulation, and paint and glass. Net declines occurred in electrical equipment and materials, tile and miscellaneous materials.

## U.S. Consumer Price Index, December 1956

The United States consumer price index (1947-49=100) reached another high in mid-December, the sixth record-breaker in seven months. A rise of 0.2 per cent between mid-November and mid-December brought the index to 118 from 117.8. One year earlier it stood at 114.7.

Higher housing costs—the increase in this group index was 0.4 per cent—were

chiefly responsible for the latest rise in the main index.

## U.K. Index of Retail Prices, October 1956

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose six-tenths of a point between mid-September and mid-October, climbing from 102.1 to 102.7, equalling the previous high mark set in April 1956.

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# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 102.

### Accidents

1. *Accident Facts*. 1956 Edition. Chicago, National Safety Council, 1956. Pp. 96.

2. U.S. BUREAU OF LABOR STATISTICS. *Injuries and Injury Rates in the Bottled Soft-Drink Industry*. Washington, G.P.O., 1956. Pp. 30.

This report covers the year 1954. It is based on reports from 3,504 plants employing 57,269 workers, nearly 60 per cent of the total workers in the industry. The figures show that on the average, one out of every twenty-three full-time workers suffered a disabling injury during 1954.

### Annual Reports

3. APPRENTICESHIP COMMISSION OF THE PRINTING TRADES OF THE CITY OF MONTREAL. *Annual Report, 1955-1956*. Montreal, 1956. Pp. 87.

4. BRITISH GUIANA. COMMISSIONER OF LABOUR. *Annual Report for the Year 1954*. Georgetown, 1956. Pp. 51.

5. CANADA. CIVIL SERVICE COMMISSION. *Forty-Seventh Annual Report for the Year 1955*. Ottawa, Queen's Printer, 1956. Pp. 27.

6. CANADIAN AUTOMOBILE CHAMBER OF COMMERCE. *Facts and Figures of the Automobile Industry*. 1956 edition. Toronto, 1956. Pp. 40.

7. FIJI. COMMISSIONER OF LABOUR. *Annual Report for the Year 1955*. Suva, Government Press, 1956. Pp. 16.

8. GREAT BRITAIN. MINISTRY OF EDUCATION. *Education in 1955; Being the Report of the Ministry of Education and the Statistics of Public Education for England and Wales*. London, H.M.S.O., 1956. Pp. 229.

9. ILLINOIS. DEPARTMENT OF LABOR. *Annual Report on Compensable Work Injuries, 1955, Part 1. Work Injuries reported during 1955*. Springfield, 1956. Pp. 24, 40.

10. INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT. *Eleventh Annual Report, 1955-1956*. Washington, 1956. Pp. 75.

11. IRELAND (EIRE). DEPARTMENT OF INDUSTRY AND COMMERCE. *Report for 1955 on the Work of the Factory Inspection Service*. Dublin, Stationery Office, 1956. Pp. 17.

12. NEW YORK (STATE) COMPTROLLER'S OFFICE. *Thirty-Fifth Report of the Comptroller on the Operation of the State Employees' Retirement System together with the Report of the Actuary on the Thirty-Fifth Valuation of its Assets and Liabilities including an Investigation of the Mortality, Service, and Compensation Experience of Members*. New York, 1956. Pp. 70.

13. NIGERIA. DEPARTMENT OF LABOUR. *Annual Report for the Year 1953/54*. Lagos, Government Printer, 1955. Pp. 88.

14. NORTHERN IRELAND. MINISTRY OF LABOUR AND NATIONAL INSURANCE. *FACTORY*

BRANCH. *Report of the Chief Inspector for the Year 1955.* Belfast, H.M.S.O., 1956. Pp. 29.

15. UGANDA. LABOUR DEPARTMENT. *Annual Report for the Year ended 31st December, 1955.* Entebbe, Government Printer, 1956. Pp. 93.

16. U.S. NATIONAL LABOR RELATIONS BOARD. *Twentieth Annual Report for the Fiscal Year ended June 30, 1955.* Washington, G.P.O., 1956. Pp. 183.

17. WESTERN AUSTRALIA. REGISTRAR OF FRIENDLY SOCIETIES. *Report of Proceedings for the Year ended 30th June, 1955.* Perth, Government Printer, 1956. Pp. 19.

## Congresses and Conventions

18. AMERICAN FEDERATION OF LABOR. BUILDING AND CONSTRUCTION TRADE DEPARTMENT. *Report of Proceedings of the Forty-Eighth Annual Convention... held at New York, New York, November, 1955.* New York, 1956. Pp. 207.

19. AMERICAN FEDERATION OF MUSICIANS. *Official Proceedings of the 59th Annual Convention, Atlantic City, New Jersey, June 11th-14th, 1956.* Newark, N.J., 1956. Pp. 336.

20. CANADIAN CONSTRUCTION ASSOCIATION. *Proceedings of the 38th Annual General Meeting, Royal Alexandra Hotel, Winnipeg, Manitoba, January 15, 16, 17, 18, 1956.* Ottawa, 1956. Pp. 94.

21. CANADIAN INDUSTRIAL TRAINERS' ASSOCIATION. *Proceedings of Ninth Annual Training Conference, April 21-22, 1955. Theme: "Management looks at Training."* Montreal, 1955. Pp. 113.

22. CANADIAN LABOUR CONGRESS. *Report of Proceedings, First Convention, Toronto, April 23-27, 1956.* Ottawa, 1956. Pp. 154.

23. CANADIAN TEACHERS' FEDERATION. *Minutes of the 34th Conference... held at the Chateau Laurier, Ottawa, Ontario, August 12 to 18 Inclusive, 1955.* Ottawa, 1956? Pp. 54.

24. INTERNATIONAL TRANSPORT WORKERS' FEDERATION. *International Transport Workers' Federation, 24th Congress, Vienna, 18-26 July 1956. Report on Activities for the Years 1954 and 1955.* London, 1956. Pp. 142.

25. INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS. BRITISH COLUMBIA DISTRICT UNION. *Report of Proceedings of Thirteenth Annual Convention... Vancouver, B.C., January 16-17-18, 1956.* Vancouver, 1956. Pp. 34, 25.

26. MARINE WORKERS' FEDERATION. *Proceedings, Tenth Annual Convention, Liverpool, N.S., July 20th, 21st, 22nd, 1955.* Halifax? 1955? Pp. 16.

27. NEWFOUNDLAND FEDERATION OF LABOUR. *Official Proceedings of the 19th Annual Convention, Corner Brook, Newfoundland, July 18-23rd, 1955.* St. John's, 1955. Pp. 88.

28. SCOTTISH TRADES UNION CONGRESS. *Scottish Trades Union Congress held in... Perth on... 18th, 19th, 20th and 21st April, 1956. Fifty-Ninth Annual Report.* Glasgow, 1956. Pp. 332.

## Disabled—Rehabilitation

29. GREAT BRITAIN. TREASURY. *Disabled Persons in Government Employment; Statement showing the Numbers of Registered Disabled Persons in Government Employment in Great Britain on 1st October, 1955, compiled from Returns furnished to the Treasury.* London, H.M.S.O., 1955. P. 1.

30. INSTITUTE FOR THE CRIPPLED AND DISABLED, NEW YORK. *Rehabilitation Trends, Midcentury to 1956.* New York, 1956. Pp. 96.

Describes the work of the Institute for the Crippled and Disabled in words and pictures.

31. U.S. OFFICE OF VOCATIONAL REHABILITATION. *New Hope for the Disabled; Public Law 565, the Vocational Rehabilitation Amendments of 1954.* Washington, G.P.O., 1956. Pp. 23.

32. WORLD VETERANS FEDERATION. *Comparative Report; Legislation affecting Disabled Veterans and Other War Victims.* 2d ed. Paris, 1955. Pp. 66.

Veterans' legislation in 18 countries is discussed under three main topics: Medical Care, Pensions and Allowances, and Vocational Rehabilitation.

## Efficiency, Industrial

33. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *How to keep Machines up and Costs down!* Washington, c1956. Pp. 12.

34. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Methods Improvement.* Washington, c1956. Pp. 12.

## Employment Management

35. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Counseling Employees.* Washington, c1956. Pp. 12.

36. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *How to use the Office Grapevine.* Washington, c1955. Pp. 12.

37. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Military Leave Policies.* Washington, c1956. Pp. 14.

Summarizes the military leave practices and policies of 159 companies.

38. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Company Payment of Employees' Moving Expenses*, by Geneva Seybold. New York, c1956. Pp. 82.

Tells how 272 companies share the costs of moving and settling employees, who moved to new localities, and their families and household goods.

## Industry

39. CANADA. BUREAU OF STATISTICS. *The Aircraft and Parts Industry, 1954*. Ottawa, Queen's Printer, 1956. Pp. 9.

40. PRIMARY TEXTILE INSTITUTE. *The Textile Industry in Japan. Report of a Visit by a Group of Three from the Canadian Textile Industry to Japan in October-November, 1955*. Toronto, 1956. Pp. 129.

The reasons for the visit were as follows:

1. To get a better understanding of the Japanese textile industry;

2. To examine, with Japanese textile manufacturers, some of the problems rising out of trade with Canada; and,

3. To determine what further competition may develop in the Canadian market from Japanese textiles.

41. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Pulp and Paper Prospects in Latin America. First Part: Report of the Latin American Meeting of Experts on the Pulp and Paper Industry*, sponsored by the Secretariats of the Economic Commission for Latin America, the Food and Agriculture Organization of the United Nations, and the Technical Assistance Administration. *Second Part: Working papers submitted to the meeting*. New York, United Nations and Food and Agriculture Organization, 1955. Pp. 465.

## Labour Party (Great Britain)

42. LABOUR PARTY (GREAT BRITAIN). *Personal Freedom; Labour's Policy for the Individual and Society*. London, 1956. Pp. 32.

43. REID, JOHN HOTCHKISS STEWART. *The Origins of the British Labour Party*. Minneapolis, University of Minnesota Press, c1955. Pp. 258.

Traces the origin of the Labour Party from its formation in 1900 till the end of the First World War.

## Occupations

44. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Domestic Science and Dietetics*. 3d ed., London, H.M.S.O., 1956. Pp. 44.

45. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Her Majesty's Forces; Openings for Boys in the Ranks*. 2d ed., London, H.M.S.O., 1956. Pp. 36.

46. U.S. DEPARTMENT OF LABOR. *List of Critical Occupations (Civilian) for screening the Ready Reserve*. Washington, G.P.O., 1956. Pp. 21.

## United Nations

47. UNITED NATIONS. COMMISSION ON HUMAN RIGHTS. *Report of the Twelfth Session, 5-29 March 1956*. New York, 1956. Pp. 28.

48. UNITED NATIONS. COMMISSION ON THE STATUS OF WOMEN. *Report of the Tenth Session, 12-29 March 1956*. New York, 1956. Pp. 21.

49. UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. *Official Records, 20th Session, 5 July-5 August, 1955*. Geneva, 1955. Pp. 212.

50. UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. *Official Records, 20th Session, 17 April-4 May 1956*. New York, 1956. Pp. 12.

51. UNITED NATIONS. ECONOMIC COMMISSION FOR ASIA AND THE FAR EAST. *Annual Report, 8 April 1955-14 February 1956*. New York, 1956. Pp. 62.

52. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Report, 31 March 1955-21 April 1956*. New York, 1956. Pp. 59.

53. UNITED NATIONS. ECONOMIC COMMISSION FOR LATIN AMERICA. *Annual Report, 10 February 1954-10 May 1955*. New York, 1956. Pp. 19.

54. UNITED NATIONS. STATISTICAL COMMISSION. *Report of the Ninth Session, 16 April-2 May 1956*. New York, 1956. Pp. 30.

55. UNITED NATIONS. TECHNICAL ASSISTANCE BOARD. *Eighth Report of the Technical Assistance Board, 1955*. New York, 1956. Pp. 104.

## Vocational Guidance

56. KITSON, HARRY DEXTER. *I find my Vocation*. 4th ed. New York, McGraw-Hill, 1954. Pp. 282.

This book was written to be used as a high school text book.

57. NATIONAL VOCATIONAL GUIDANCE ASSOCIATION. *How to create Your Career*. Washington, c1956. Pp. 32.

This booklet is intended for young people to help them choose and plan for their life work.

## Wages and Hours

58. CANADA. BUREAU OF STATISTICS. *Distribution of Non-Farm Incomes in Canada by Size, 1954*. Ottawa, Queen's Printer, 1956. Pp. 37.

"The first part of the report outlines the highlights of the income distribution; it is followed by tables on the distribution of incomes of families and incomes of individuals, classified by size of total income, by major source of income, by region and by other groupings."

59. CANADA. BUREAU OF STATISTICS. *Earnings and Hours of Work in Manufacturing, 1954: Earnings and Hours of Male and Female Wage-Earners and Salaried Employees in Larger Establishments in the Last Week in October, 1954*. Ottawa, Queen's Printer, 1956. Pp. 35.

60. CANADA. BUREAU OF STATISTICS. *Review of Man-Hours and Hourly Earnings with Average Weekly Wages, 1945-1955*. Ottawa, Queen's Printer, 1956. Pp. 36.

61. U.S. BUREAU OF LABOR STATISTICS. *Wage Chronology: United States Steel Corporation, 1937-55*. Washington, 1956. Pp. 16.

"This chronology describes changes in wage rates and related wage practices in the steel-producing divisions of the United States Steel Corporation that have been negotiated with the United Steelworkers of America (AFL-CIO) from 1937-1955."

## Youth—Employment

62. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. *Youth Services in Britain*. London, H.M.S.O., 1956. Pp. 40.

"The aim of the youth services in Britain is to help the individual boy or girl to become a good citizen, to find a useful job and earn a fair living in it, and to enjoy a satisfying personal life."

63. OHIO. DEPARTMENT OF INDUSTRIAL RELATIONS. *A Teenager's Guide in Employment*. Columbus, 1956. Pp. 20.

Tells in brief form the law applying to young people under 21 in Ohio.

## Miscellaneous

64. CANADA. DEPARTMENT OF NATIONAL DEFENCE. *Canada's Defence Programme, 1956-57*. Ottawa, Queen's Printer, 1956. Pp. 53.

Contents: 1. Canada and the International Outlook. 2. Defence at Home. 3. Defence Abroad. 4. Manpower. 5. Training. 6. Conditions of Service. 7. Defence Research and Development. 8. Equipment. 9. Construction. 10. Defence Appropriations.

65. COMMITTEE FOR ECONOMIC DEVELOPMENT. *The Budget, the Economy and Tax Reduction in 1956*. A Statement on National Policy by the Research and Policy Committee of the Committee for Economic Development. New York, 1956. Pp. 18.

Deals with the principles that should govern American federal tax policy. It attempts to answer two questions: Should federal taxes be cut and what taxes should be reduced if a cut is made.

66. CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF EDUCATION AND RESEARCH. *CIO Song Book*. Rev. ed. Washington, 1954. Pp. 39.

67. EUROPEAN PRODUCTIVITY AGENCY. *Human Relations in Industry; Rome Conference: 29th January-4th February 1956; Interim Report*. E.P.A. Project No. 312. Paris, O.E.E.C., 1956. Pp. 50.

There were representatives from 10 countries and representatives from five international organizations present. The conference exchanged opinions and experiences in the field of human relations in industry, analysed problems, and discussed the contribution which scientific research has made and can continue to make.

68. GREAT BRITAIN. NATIONAL ADVISORY COMMITTEE ON THE EMPLOYMENT OF OLDER MEN AND WOMEN. *Second Report*. December 1955. London, H.M.S.O., 1956. Pp. 28.

Reviews work of Committee since First report in October 1953.

69. PENNSYLVANIA. STATE UNIVERSITY. DEPARTMENT OF EDUCATION. *An Experimental School for Migrant Children in Potter County at Ulysses, Pennsylvania, July 11th to August 26th, Summer, 1955*, conducted by the Pennsylvania State University and sponsored by the University Christian Association; the Report by Joseph Alessandro. State College, Penn., 1955. Pp. 33.

The school for migrant children was held for children between the ages of 5 and 12 for seven weeks during the summer of 1955. The purposes of the school were: 1. To study the effect of migrant life on the school progress of migrant children and to determine whether this supplementary educational experience helped the children to learn, and (2) To study the reactions of the migrant workers and the local residents to the school.

70. PETERSEN, WILLIAM. *Planned Migration, the Social Determinants of the Dutch-Canadian Movement*. Berkeley, University of California Press, 1955. Pp. 273.

Analyzes the postwar movement of the Dutch to Canada as an example of "planned" migration in order to help solve Holland's over-population problem.

71. SPYROPOULOS, GEORGES. *La Liberté Syndicale*. Paris, Librairie Générale de Droit et de Jurisprudence, 1956. Pp. 391.

An enquiry into the legal concepts of trade union freedom. It refers primarily to French law but there are references to the laws of other countries. There are three sections: 1. trade union freedom in the relationship between the union and the state; 2. the relationship between the union and the individual; and 3. the relationship between trade union freedom and the economic structure.

72. U.S. BUREAU OF OLD-AGE AND SURVIVORS INSURANCE. DIVISION OF PROGRAM ANALYSIS. *Incidence of Employer Change*. Washington, 1956. Pp. 7.

"Employer change is defined as employment by more than one employer in a year." After a study of employer change the following conclusions were reached: 1. There is a relationship between worker mobility and age. Mobility rates decreases with age. 2. Certain workers of all ages tend to change jobs frequently. 3. Workers over 45 tend

to change employers frequently. This often prevents workers from becoming eligible for private pensions.

73. U.S. EMERGENCY BOARD (ALBANY PORT DISTRICT RAILROAD, AND OTHER CARRIERS, 1955. *Report to the President by the Emergency Board appointed by Executive Order 10643 dated November 7, 1955, pursuant to Section 10 of the Railway Labor Act, as amended, to investigate Unadjusted Disputes concerning Requests for Changes in Agreements covering Health and Welfare Benefits and for General Wage Increase involving the Albany Port District Railroad and Other Carriers represented by the Eastern, Western and Southeastern Carriers' Conference Committees and Certain of their Employees represented by the Cooperating (Nonoperating) Railway Labor Organizations*. (N.M.B. Case No. A-4985), Washington, D.C., December 12, 1955. No. 114. Washington, G.P.O., 1955. Pp. 50.

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# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 17, 1956**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,765	109	432	1,629	2,122	997	476
Agricultural.....	699	*	41	147	192	293	23
Non-Agricultural.....	5,066	106	391	1,482	1,930	704	453
Males.....	4,381	92	334	1,259	1,557	780	359
Agricultural.....	669	*	38	145	180	281	22
Non-Agricultural.....	3,712	89	296	1,114	1,377	499	337
Females.....	1,384	17	98	370	565	217	117
Agricultural.....	30	*	*	*	12	12	*
Non-Agricultural.....	1,354	17	95	368	553	205	116
All Ages.....	5,765	109	432	1,629	2,122	997	476
14—19 years.....	556	12	41	203	177	89	34
20—24 years.....	719	17	67	231	244	124	46
25—44 years.....	2,661	51	191	747	988	462	222
45—64 years.....	1,595	26	123	393	617	277	154
65 years and over.....	234	*	20	50	96	45	20
<i>Persons with Jobs</i>							
All status groups.....	5,630	104	413	1,582	2,086	982	463
Males.....	4,266	87	317	1,218	1,528	767	349
Females.....	1,364	17	96	364	558	215	114
Agricultural.....	693	*	41	146	190	291	22
Non-Agricultural.....	4,397	101	372	1,436	1,896	691	441
Paid Workers.....	4,511	89	335	1,305	1,755	631	396
Males.....	3,262	74	249	966	1,240	439	294
Females.....	1,249	15	86	339	515	192	102
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	135	*	19	47	36	15	13
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,026	152	456	1,431	1,604	919	464
Males.....	984	43	102	249	284	199	107
Females.....	4,042	109	354	1,182	1,320	720	357

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended November 17, 1956		Week Ended October 20, 1956		Week Ended November 19, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	144	135	108	99	177	166
Without Jobs.....	135	127	98	90	162	153
Under 1 month.....	72	—	48	—	66	—
1—3 months.....	46	—	32	—	65	—
4—6 months.....	*	—	*	—	13	—
7—12 months.....	*	—	*	—	11	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	*	*	10	*	15	13
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	10	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1955—November.....	86	354	89	292	268	39	1,128
December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At October 1, employers in the principal non-agricultural industries reported a total employment of 2,853,683.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1955—Oct. 1.....	118.5	170.4	143.1	61.49	113.4	166.2	145.6	64.04
Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.8	194.2	153.7	66.02	118.4	184.1	154.6	67.98

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2. --AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1 1956	Sept. 1 1956	Oct. 1 1955	Oct. 1 1956	Sept. 1 1956	Oct. 1 1955
(a) Provinces						
Newfoundland.....	154.7	156.1	147.5	59.65	58.34	54.46
Prince Edward Island.....	127.3	127.3	124.2	47.93	46.92	44.60
Nova Scotia.....	104.5	106.9	103.2	53.86	53.25	50.08
New Brunswick.....	113.9	116.7	110.7	55.93	55.91	51.50
Quebec.....	125.0	125.2	118.8	63.42	62.51	59.27
Ontario.....	124.5	123.4	117.1	68.21	67.17	64.20
Manitoba.....	113.1	113.8	109.7	62.34	61.84	58.60
Saskatchewan.....	129.6	131.0	123.9	64.01	63.79	58.62
Alberta (including Northwest Territories).....	158.7	162.5	142.7	69.90	68.22	62.27
British Columbia (including Yukon).....	129.6	131.1	120.4	72.38	70.83	66.35
Canada.....	125.8	125.7	118.5	66.02	65.01	61.49
(b) Metropolitan Areas						
St. John's.....	136.4	134.7	129.5	48.95	47.34	45.27
Sydney.....	93.5	92.8	89.9	65.74	65.41	61.84
Halifax.....	118.9	120.5	115.4	51.80	52.07	48.75
Saint John.....	97.7	101.2	98.3	50.35	49.40	47.48
Quebec.....	116.5	116.1	112.9	54.48	54.04	52.48
Sherbrooke.....	108.8	111.2	105.6	56.22	54.02	52.52
Three Rivers.....	124.8	127.3	110.4	61.54	61.56	58.82
Drummondville.....	75.5	75.9	77.2	55.42	55.64	53.64
Montreal.....	124.7	122.7	117.3	64.30	63.65	60.47
Ottawa—Hull.....	122.8	123.3	117.8	59.76	59.81	57.15
Peterborough.....	108.6	107.5	99.0	71.31	69.42	64.69
Oshawa.....	152.0	168.4	85.2	68.27	73.87	64.35
Niagara Falls.....	145.3	138.0	143.5	69.04	69.21	63.99
St. Catharines.....	128.4	129.7	106.3	75.65	74.13	72.38
Toronto.....	130.1	129.3	124.2	68.95	68.09	65.48
Hamilton.....	115.2	114.7	111.7	72.07	70.72	66.73
Brantford.....	82.4	84.0	87.4	61.15	58.85	60.37
Galt.....	109.9	109.5	101.5	60.00	59.55	56.66
Kitchener.....	116.8	115.5	109.7	62.73	61.78	60.86
Sudbury.....	141.4	143.3	132.9	81.32	77.93	77.26
London.....	121.1	117.7	114.0	62.40	61.87	58.86
Sarnia.....	140.9	137.7	126.8	81.94	82.69	75.51
Windsor.....	96.6	87.1	105.6	73.42	71.53	73.10
Sault Ste. Marie.....	135.2	136.2	120.3	84.35	83.48	72.72
Ft. William—Pt. Arthur.....	117.2	118.5	112.9	67.53	66.71	62.90
Winnipeg.....	110.0	109.5	107.6	59.02	58.40	56.23
Regina.....	123.8	122.7	118.7	59.59	60.31	56.07
Saskatoon.....	129.0	127.9	124.6	57.45	57.13	54.11
Edmonton.....	185.4	187.9	165.5	67.70	66.30	59.75
Calgary.....	160.1	164.0	147.0	63.88	62.61	59.76
Vancouver.....	122.3	123.5	111.9	69.42	68.20	64.87
Victoria.....	126.9	124.8	121.0	61.32	60.91	60.34

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY  
WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1 1956	Sept. 1 1956	Oct. 1 1955	Oct. 1 1956	Sept. 1 1956	Oct. 1 1955
<b>Mining</b> .....	<b>126.7</b>	<b>128.6</b>	<b>116.5</b>	<b>80.16</b>	<b>78.01</b>	<b>73.99</b>
Metal mining.....	131.0	132.6	119.4	82.75	80.16	76.87
Gold.....	75.2	76.4	80.6	70.88	70.20	68.44
Other metal.....	182.7	184.6	155.5	87.28	83.98	80.95
Fuels.....	112.8	112.6	103.4	79.26	77.81	71.56
Coal.....	66.2	64.9	68.0	63.45	61.13	61.21
Oil and natural gas.....	274.9	278.4	220.0	92.49	91.32	82.07
Non-metal.....	150.2	159.5	144.4	71.95	70.29	68.53
<b>Manufacturing</b> .....	<b>118.4</b>	<b>118.0</b>	<b>113.4</b>	<b>67.98</b>	<b>66.71</b>	<b>64.04</b>
Food and beverages.....	124.0	123.7	119.3	57.02	56.64	54.41
Meat products.....	127.6	129.9	121.1	66.05	66.09	65.66
Canned and preserved fruits and vegetables.....	203.6	181.6	178.7	44.45	40.67	41.73
Grain mill products.....	102.6	103.4	107.3	66.08	65.25	62.62
Bread and other bakery products.....	109.7	110.8	109.0	58.26	57.83	53.88
Biscuits and crackers.....	101.5	99.0	99.7	49.72	49.87	49.20
Distilled and malt liquors.....	114.2	114.1	109.2	74.25	75.40	71.11
Tobacco and tobacco products.....	82.3	79.6	78.7	64.14	63.94	64.30
Rubber products.....	117.1	116.4	115.3	69.69	68.40	66.06
Leather products.....	89.9	90.2	88.6	46.77	45.76	44.91
Boots and shoes (except rubber).....	93.1	94.1	91.0	44.27	43.64	42.80
Textile products (except clothing).....	86.1	86.5	87.4	54.41	53.90	52.94
Cotton yarn and broad woven goods.....	90.0	90.3	88.3	51.81	51.25	51.20
Woolen goods.....	75.2	74.7	74.3	52.23	51.45	50.72
Synthetic textiles and silk.....	80.5	83.7	87.3	61.41	61.63	57.96
Clothing (textile and fur).....	94.7	93.9	95.3	45.49	44.27	42.09
Men's clothing.....	102.7	101.7	99.5	44.59	43.29	40.88
Women's clothing.....	95.8	93.0	96.0	47.04	46.35	41.92
Knit goods.....	78.7	80.6	84.2	44.65	43.68	43.86
Wood products.....	115.4	117.2	113.7	60.17	58.43	57.33
Saw and planing mills.....	118.8	121.8	119.4	61.75	59.68	58.73
Furniture.....	115.2	113.2	108.6	58.80	57.90	56.02
Wood products.....	100.8	103.5	97.1	54.58	52.82	52.24
Paper products.....	127.4	129.6	123.5	81.17	80.32	75.61
Pulp and paper mills.....	130.7	133.6	126.4	87.13	86.26	80.88
Other paper products.....	119.5	119.8	116.4	65.24	64.15	61.63
Printing, publishing and allied industries.....	116.5	115.0	112.5	72.62	71.61	68.67
Iron and steel products.....	112.8	113.0	106.7	77.85	75.63	72.68
Agricultural implements.....	41.0	46.7	61.7	72.13	67.47	68.21
Fabricated and structural steel.....	156.1	159.5	130.8	80.48	80.21	75.59
Hardware and tools.....	104.2	118.0	105.5	75.10	64.87	67.21
Heating and cooking appliances.....	112.0	111.2	104.3	68.22	64.43	63.69
Iron castings.....	108.8	103.7	101.5	74.75	72.48	70.54
Machinery mfg.....	125.8	125.4	111.3	75.73	73.41	70.54
Primary iron and steel.....	127.2	127.9	114.9	88.06	86.18	79.51
Sheet metal products.....	117.6	117.1	114.3	74.21	72.46	70.18
Transportation equipment.....	135.8	131.1	122.6	75.24	73.57	72.29
Aircraft and parts.....	347.4	343.0	317.3	81.03	79.37	77.01
Motor vehicles.....	111.3	99.9	104.4	80.75	78.82	81.61
Motor vehicle parts and accessories.....	120.3	113.0	91.9	72.91	72.52	71.27
Railroad and rolling stock equipment.....	145.2	147.0	137.6	69.15	67.12	63.93
Shipbuilding and repairing.....	146.5	147.0	137.6	70.82	69.42	65.91
Non-ferrous metal products.....	136.7	138.0	129.6	77.38	75.87	73.72
Aluminum products.....	144.7	145.5	132.0	71.61	70.51	68.44
Brass and copper products.....	111.5	111.2	109.2	73.84	71.78	70.49
Smelting and refining.....	162.7	165.9	154.6	83.66	82.18	79.60
Electrical apparatus and supplies.....	156.3	155.8	145.2	74.22	72.87	68.80
Non-metallic mineral products.....	138.9	139.5	131.9	70.97	69.62	67.10
Clay products.....	118.1	120.0	115.7	66.90	64.76	63.47
Glass and glass products.....	136.1	138.3	126.9	66.19	65.40	64.11
Products of petroleum and coal.....	137.9	138.5	129.6	94.25	94.11	90.19
Chemical products.....	129.8	129.5	124.0	75.15	74.05	70.62
Medicinal and pharmaceutical preparations.....	116.8	115.6	112.2	68.88	67.75	65.38
Acids, alkalis and salts.....	137.9	135.9	128.7	85.02	83.01	78.03
Miscellaneous manufacturing industries.....	111.7	109.4	106.3	57.97	57.22	55.03
<b>Construction</b> .....	<b>151.9</b>	<b>156.6</b>	<b>138.2</b>	<b>72.80</b>	<b>71.25</b>	<b>63.19</b>
Building and structures.....	160.6	164.2	138.9	79.03	77.85	68.51
Building.....	165.5	167.7	141.5	77.84	76.59	68.04
Engineering work.....	138.5	148.8	127.7	85.19	84.01	70.67
Highways, bridges and streets.....	138.0	144.5	137.1	61.14	59.21	54.54
<b>Service</b> .....	<b>128.9</b>	<b>134.4</b>	<b>119.6</b>	<b>43.30</b>	<b>42.37</b>	<b>40.91</b>
Hotels and restaurants.....	125.0	131.8	116.0	36.33	35.25	35.24
Laundries and dry cleaning plants.....	113.2	112.8	106.6	39.67	39.22	38.24
Other service.....	163.3	172.1	151.5	64.07	62.89	58.62
<b>Industrial composite</b> .....	<b>125.8</b>	<b>125.7</b>	<b>118.5</b>	<b>66.02</b>	<b>65.01</b>	<b>61.49</b>

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Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Nov. 1, 1956	Oct. 1, 1956	Nov. 1, 1955	Nov. 1, 1956	Oct. 1, 1956	Nov. 1, 1955
Newfoundland.....	41.9	40.6	40.4	147.4	143.7	138.6
Nova Scotia.....	40.8	41.4	41.0	134.0	136.2	127.9
New Brunswick.....	42.5	42.2	42.3	138.3	136.7	129.9
Quebec.....	42.9	43.0	43.2	139.4	139.2	131.3
Ontario.....	41.2	41.1	41.3	162.9	160.7	152.6
Manitoba.....	41.1	40.9	40.9	146.3	144.7	138.4
Saskatchewan.....	40.1	40.0	40.9	157.3	157.7	153.0
Alberta (1).....	41.1	40.0	41.1	158.0	157.6	151.8
British Columbia (2).....	38.7	38.9	38.5	184.1	181.9	175.8

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
October 1, 1955.....	41.5	144.8	60.09	144.1	116.9	123.3
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
Sept. 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
Oct. (1) 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics  
(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	42.8	43.6	44.5	176.5	176.2	163.4	75.54	76.82	72.71
Metal mining.....	43.1	43.7	45.0	184.0	183.5	168.2	79.30	80.19	75.69
Gold.....	43.1	42.8	46.7	156.1	156.2	139.9	67.28	66.85	65.33
Other metal.....	43.1	44.1	44.2	195.1	194.1	182.9	84.09	85.60	80.84
Fuels.....	41.6	43.1	43.2	167.5	168.6	158.0	69.68	72.67	68.26
Coal.....	40.5	41.8	42.1	149.9	149.4	150.4	60.71	62.45	63.32
Oil and natural gas.....	43.8	45.6	45.8	197.9	202.1	175.0	86.68	92.16	80.15
Non-metal.....	43.4	43.8	44.5	161.2	159.6	152.9	69.96	69.90	68.04
Manufacturing.....	41.6	41.5	41.7	154.7	153.3	145.4	64.36	63.62	60.63
Food and beverages.....	41.0	40.9	41.2	130.7	126.5	124.7	53.98	51.74	51.38
Meat products.....	38.6	39.6	41.1	162.6	156.2	155.0	66.67	61.86	63.71
Canned and preserved fruits and vegetables.....	43.3	43.8	38.5	102.5	99.3	98.1	39.57	40.91	37.77
Grain mill products.....	42.8	43.0	42.3	143.1	143.4	141.6	61.96	62.81	59.90
Bread and other bakery products.....	41.2	40.6	40.1	167.4	168.4	162.3	68.97	62.03	49.76
Distilled and malt liquors.....	40.1	40.3	40.5	143.7	147.8	142.9	59.63	63.37	65.08
Tobacco and tobacco products.....	42.4	41.6	42.6	161.6	159.1	150.8	68.52	69.19	64.24
Rubber products.....	40.3	40.6	40.3	106.8	105.7	103.3	43.04	40.90	41.63
Leather products.....	49.5	40.1	39.1	103.4	102.0	99.5	40.84	40.90	38.90
Textile products (except clothing).....	42.9	42.5	43.3	117.8	116.9	112.0	50.54	49.68	48.50
Cotton yarn and broad woven goods.....	41.3	40.3	41.8	120.1	118.9	112.2	49.60	47.92	46.90
Woollen goods.....	43.6	43.9	43.8	109.4	108.6	105.9	47.70	47.68	46.38
Synthetic textiles and silk.....	45.3	44.4	45.3	125.2	125.3	117.6	56.72	55.63	53.27
Clothing (textile and fur).....	39.6	39.9	39.5	103.3	103.4	97.5	40.91	41.26	38.51
Men's clothing.....	39.2	39.6	38.9	102.9	103.1	97.3	40.34	40.83	37.85
Women's clothing.....	37.4	38.5	36.4	110.5	110.9	101.1	41.33	42.70	36.80
Knit goods.....	41.7	41.3	42.1	99.4	99.1	96.7	41.45	40.93	40.71
*Wood products.....	42.3	42.5	42.7	136.1	136.4	130.9	57.57	57.97	55.89
Saw and planing mills.....	41.1	41.4	41.6	145.1	144.9	139.3	59.64	59.99	57.95
Furniture.....	44.7	44.8	45.0	124.8	125.2	119.1	55.79	56.09	53.60
Other wood products.....	43.2	43.1	43.6	116.9	117.8	113.3	50.50	50.77	49.40
Paper products.....	42.3	42.6	43.0	181.0	181.2	169.1	76.56	77.19	72.71
Pulp and paper mills.....	42.3	42.6	42.9	194.7	194.4	181.8	82.36	82.81	77.99
Other paper products.....	42.3	42.6	43.2	140.1	140.6	137.7	59.26	59.90	57.33
Printing, publishing and allied industries.....	40.7	40.7	40.5	181.6	181.7	174.9	73.91	73.95	70.83
*Iron and steel products.....	42.6	42.5	42.3	177.2	176.8	166.3	75.49	75.14	70.34
Agricultural implements.....	40.9	39.5	39.7	166.9	162.5	168.2	68.26	64.19	66.78
Fabricated and structural steel.....	42.4	43.1	40.7	175.2	175.8	167.2	74.28	75.77	68.05
Hardware and tools.....	42.2	42.2	43.0	157.8	159.3	149.1	66.59	67.22	64.11
Heating and cooking appliances.....	43.8	43.8	44.0	149.2	150.2	143.7	65.35	65.79	63.23
Iron castings.....	42.5	42.9	44.5	169.9	170.9	164.5	72.21	73.32	73.20
Machinery manufacturing.....	44.1	44.1	42.9	167.2	166.5	159.7	73.74	73.43	68.51
Primary iron and steel.....	41.9	41.3	41.3	207.1	206.1	186.5	86.77	85.12	77.02
Sheet metal products.....	41.7	42.2	41.9	168.6	169.0	158.1	70.31	71.32	66.24
*Transportation equipment.....	40.5	40.2	39.8	178.5	176.8	168.0	72.99	71.07	66.39
Aircraft and parts.....	42.6	42.1	42.0	181.9	181.3	173.8	77.49	76.33	73.00
Motor vehicles.....	37.8	37.8	37.6	193.0	192.7	180.1	72.95	72.84	67.72
Motor vehicle parts and accessories.....	40.7	38.8	40.9	180.0	177.5	161.2	73.26	68.87	65.93
Railroad and rolling stock equipment.....	39.7	40.0	37.9	170.9	172.0	160.7	67.85	68.80	60.91
Shipbuilding and repairing.....	42.6	42.0	41.4	170.9	167.1	161.2	72.80	70.18	66.74
*Non-ferrous metal products.....	41.3	41.3	41.8	175.6	176.0	168.4	72.52	72.69	70.39
Aluminum products.....	41.6	41.1	42.4	149.4	148.9	146.6	62.15	61.20	62.16
Brass and copper products.....	41.6	42.5	43.1	161.8	163.5	157.2	67.31	69.49	67.75
Smelting and refining.....	41.1	40.9	41.1	192.1	192.6	183.0	78.95	78.77	75.21
*Electrical apparatus and supplies.....	41.7	41.4	42.2	161.9	160.6	150.2	67.51	66.49	63.38
Heavy electrical machinery and equipment.....	42.0	41.6	41.5	180.2	177.9	167.0	75.68	74.01	69.31
Radios and radio parts.....	40.5	40.7	41.4	137.6	136.8	132.4	55.73	55.68	54.81
Batteries.....	41.6	42.2	43.8	158.1	157.8	154.0	65.77	66.59	67.45
Refrigerators, vacuum cleaners and appliances.....	40.9	38.9	41.8	162.5	159.8	143.8	66.46	62.16	60.11
Miscellaneous electrical products.....	42.1	42.0		157.3	157.2		66.22	66.02	
Wire and cable.....	42.5	42.7		176.7	177.6		75.10	75.84	
*Non-metallic mineral products.....	44.0	44.1	44.1	154.8	154.1	147.5	68.11	67.96	65.05
Clay products.....	43.8	43.5	45.0	144.6	143.8	137.5	63.33	62.55	61.88
Glass and glass products.....	42.6	41.8	43.1	153.0	152.4	147.9	65.18	63.70	63.74
Products of petroleum and coal.....	39.6	40.4	42.3	209.5	209.4	200.4	82.96	84.60	84.77
Chemical products.....	41.2	41.3	41.6	162.2	161.7	153.9	66.83	66.78	64.02
Medicinal and Pharmaceutical preparations.....	41.4	41.9	42.2	131.1	130.0	126.5	54.28	54.47	53.38
Acids, alkalis and salts.....	41.6	41.3	42.3	188.4	187.2	176.2	78.37	77.31	74.53
Miscellaneous manufacturing industries.....	42.2	42.2	42.3	123.0	123.2	117.6	51.91	51.99	49.74
*Durable goods.....	41.8	41.8	41.8	107.2	106.2	157.0	69.89	69.47	65.63
Non-durable goods.....	41.3	41.3	41.6	140.9	139.6	133.5	58.19	57.65	55.40
Construction.....	43.3	44.1	41.4	167.0	166.4	152.2	72.31	73.38	63.01
Buildings and structures.....	43.1	44.1	40.9	179.6	179.9	164.8	77.41	79.34	67.40
Highways, bridges and streets.....	43.7	44.2	42.6	137.1	135.8	125.6	59.91	60.02	53.51
Electric and motor transportation.....	44.0	44.5	44.7	154.8	153.6	149.9	68.11	68.35	65.22
Service.....	40.2	40.3	40.4	91.2	89.7	87.3	36.66	36.15	35.27
Hotels and restaurants.....	40.2	40.4	40.5	91.1	89.3	87.5	36.62	36.08	35.44
Laundries and dry cleaning plants.....	40.5	40.9	41.2	86.6	85.8	82.8	35.07	35.09	34.11

\* Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
January 1, 1952.....	21,192	8,218	29,410	216,839	73,400	290,239
January 1, 1953.....	12,051	12,143	24,194	254,660	60,901	315,561
January 1, 1954.....	8,298	9,121	17,419	354,965	84,306	439,271
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956 (1).....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957 (1).....	19,784	13,440	33,224	343,956	92,207	436,163

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 30, 1956 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				October 31, 1956	November 30, 1955
<b>Agriculture, Fishing, Trapping</b> .....	<b>491</b>	<b>97</b>	<b>588</b>	— <b>491</b>	+ <b>102</b>
<b>Forestry</b> .....	<b>8,570</b>	<b>8</b>	<b>8,578</b>	— <b>2,514</b>	+ <b>16</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>1,084</b>	<b>68</b>	<b>1,152</b>	— <b>156</b>	+ <b>617</b>
Metal Mining.....	616	18	634	— 90	+ 434
Fuels.....	384	23	407	— 63	+ 175
Non-Metal Mining.....	27	3	30	— 21	+ 4
Quarrying, Clay and Sand Pits.....	18	4	22	+ 3	+ 19
Prospecting.....	39	20	59	+ 15	— 15
<b>Manufacturing</b> .....	<b>4,531</b>	<b>2,798</b>	<b>7,329</b>	— <b>1,561</b>	+ <b>914</b>
Foods and Beverages.....	247	153	400	— 410	+ 37
Tobacco and Tobacco Products.....	140	342	482	+ 456	+ 145
Rubber Products.....	40	27	67	+ 2	— 3
Leather Products.....	75	138	213	— 84	+ 10
Textile Products (except clothing).....	187	170	357	— 197	+ 147
Clothing (textile and fur).....	133	1,163	1,296	— 398	+ 126
Wood Products.....	492	84	576	— 84	+ 207
Paper Products.....	179	62	241	— 35	+ 78
Printing, Publishing and Allied Industries.....	172	94	266	— 32	+ 26
Iron and Steel Products.....	904	137	1,041	— 222	+ 291
Transportation Equipment.....	1,044	68	1,112	— 156	+ 83
Non-Ferrous Metal Products.....	137	52	189	— 81	+ 49
Electrical Apparatus and Supplies.....	373	132	505	— 57	+ 37
Non-Metallic Mineral Products.....	82	24	106	— 66	+ 6
Products of Petroleum and Coal.....	44	9	53	— 4	+ 16
Chemical Products.....	168	71	239	— 76	+ 43
Miscellaneous Manufacturing Industries.....	114	72	186	— 117	+ 6
<b>Construction</b> .....	<b>2,399</b>	<b>119</b>	<b>2,518</b>	— <b>2,013</b>	+ <b>582</b>
General Contractors.....	1,651	57	1,708	— 1,552	+ 368
Special Trade Contractors.....	748	62	810	— 461	+ 214
<b>Transportation, Storage and Communication</b> .....	<b>991</b>	<b>390</b>	<b>1,381</b>	— <b>912</b>	+ <b>445</b>
Transportation.....	825	139	964	— 731	+ 286
Storage.....	48	20	68	— 15	+ 34
Communication.....	118	231	349	— 166	+ 125
<b>Public Utility Operation</b> .....	<b>205</b>	<b>36</b>	<b>241</b>	— <b>38</b>	+ <b>105</b>
<b>Trade</b> .....	<b>2,439</b>	<b>3,073</b>	<b>5,512</b>	— <b>771</b>	+ <b>298</b>
Wholesale.....	755	485	1,240	— 474	+ 69
Retail.....	1,684	2,588	4,272	— 297	+ 229
<b>Finance, Insurance and Real Estate</b> .....	<b>649</b>	<b>808</b>	<b>1,457</b>	+ <b>1</b>	+ <b>108</b>
<b>Service</b> .....	<b>6,755</b>	<b>9,280</b>	<b>16,035</b>	+ <b>3,234</b>	— <b>789</b>
Community or Public Service.....	454	1,362	1,816	— 217	+ 431
Government Service.....	5,072	1,683	6,755	+ 5,057	— 1,876
Recreation Service.....	146	114	260	— 140	+ 109
Business Service.....	561	319	880	— 107	+ 50
Personal Service.....	522	5,802	6,324	— 1,359	+ 497
<b>GRAND TOTAL</b> .....	<b>28,114</b>	<b>16,677</b>	<b>44,791</b>	— <b>5,221</b>	+ <b>2,398</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT NOVEMBER 29, 1956, <sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,439	858	3,297	3,449	1,246	4,695
Clerical workers.....	5,939	4,635	10,574	10,278	22,067	32,345
Sales workers.....	1,234	1,940	3,174	3,599	8,744	12,343
Personal and domestic service workers...	710	6,476	7,186	20,634	13,857	34,491
Seamen.....	36	.....	36	1,017	6	1,023
Agriculture and fishing.....	498	10	508	2,306	423	2,729
Skilled and semiskilled workers.....	14,433	1,593	16,026	70,965	13,753	84,718
Food and kindred products (inc. tobacco).....	59	11	70	849	317	1,166
Textiles, clothing, etc.....	171	1,186	1,357	2,068	8,235	10,303
Lumber and wood products.....	8,303	2	8,305	6,787	151	6,938
Pulp, paper (inc. printing).....	81	10	91	484	333	817
Leather and leather products.....	26	71	97	825	918	1,743
Stone, clay and glass products.....	12	4	16	251	39	290
Metalworking.....	1,081	33	1,114	7,088	758	7,846
Electrical.....	364	25	389	737	815	1,552
Transportation equipment.....	35	.....	35	481	32	513
Mining.....	560	.....	560	737	.....	737
Construction.....	1,187	.....	1,187	22,111	5	22,116
Transportation (except seamen).....	773	30	803	12,636	88	12,724
Communications and public utility...	80	1	81	353	2	355
Trade and service.....	152	155	307	2,167	1,166	3,333
Other skilled and semiskilled.....	1,366	53	1,419	9,673	660	10,333
Foremen.....	47	9	56	1,711	224	1,935
Apprentices.....	136	3	139	2,007	10	2,017
Unskilled workers.....	2,345	930	3,275	59,078	14,613	73,691
Food and tobacco.....	153	424	577	2,679	3,822	6,501
Lumber and lumber products.....	230	20	250	6,644	326	6,970
Metalworking.....	77	5	82	3,336	400	3,736
Construction.....	752	.....	752	29,156	4	29,160
Other unskilled workers.....	1,133	481	1,614	17,263	10,061	27,324
<b>GRAND TOTAL.....</b>	<b>27,634</b>	<b>16,442</b>	<b>44,076</b>	<b>171,326</b>	<b>74,709</b>	<b>246,035</b>

(<sup>1</sup>) Preliminary—subject to revision.

(<sup>2</sup>) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT NOVEMBER 29, 1956**  
(Source: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1) Nov. 29, 1956	Previous Month Nov. 1, 1956	Previous Year Dec. 1, 1955	(1) Nov. 29, 1956	Previous Month Nov. 1, 1956	Previous Year Dec. 1, 1955
<b>Newfoundland</b> .....	<b>441</b>	<b>626</b>	<b>302</b>	<b>8,373</b>	<b>4,050</b>	<b>6,505</b>
Corner Brook.....	7	11	8	1,727	990	1,378
Grand Falls.....	63	78	1	1,161	420	597
St. John's.....	371	537	293	5,485	2,640	4,530
<b>Prince Edward Island</b> .....	<b>143</b>	<b>166</b>	<b>162</b>	<b>1,628</b>	<b>836</b>	<b>1,539</b>
Charlottetown.....	107	112	125	1,127	594	932
Summerside.....	36	54	37	501	242	607
<b>Nova Scotia</b> .....	<b>1,333</b>	<b>1,386</b>	<b>1,078</b>	<b>11,221</b>	<b>8,022</b>	<b>12,611</b>
Amherst.....	30	19	32	508	306	507
Bridgewater.....	20	31	17	470	285	499
Halifax.....	823	767	727	3,073	2,543	3,630
Inverness.....				254	185	343
Kentville.....	60	184	54	942	483	889
Liverpool.....	149	171	89	215	190	175
New Glasgow.....	73	92	83	1,326	962	1,609
Springhill.....		9		687	192	466
Sydney.....	96	34	24	2,069	1,787	2,513
Truro.....	72	66	42	801	497	890
Yarmouth.....	10	13	10	976	592	1,090
<b>New Brunswick</b> .....	<b>1,157</b>	<b>1,689</b>	<b>949</b>	<b>11,220</b>	<b>7,494</b>	<b>11,388</b>
Bathurst.....	10	16	18	1,217	477	867
Campbellton.....	72	93	44	640	345	617
Edmundston.....	30	40	34	597	328	683
Fredericton.....	248	380	152	670	500	692
Minto.....	172	243	49	280	232	373
Moncton.....	378	598	395	3,153	1,948	2,882
Newcastle.....	4	18	1	1,107	618	860
Saint John.....	152	185	189	2,245	2,144	2,690
St. Stephen.....	6	17	17	707	502	837
Sussex.....	20	36	19	256	205	309
Woodstock.....	65	63	31	348	195	478
<b>Quebec</b> .....	<b>14,690</b>	<b>17,758</b>	<b>14,815</b>	<b>67,874</b>	<b>49,364</b>	<b>73,930</b>
Asbestos.....	24	30	35	394	304	262
Beauharnois.....	22	41	34	375	261	396
Buckingham.....	46	26	12	575	427	459
Causapscal.....	302	436	360	472	445	754
Chandler.....	60	19	69	324	149	279
Chicoutimi.....	494	669	147	713	560	851
Dolbeau.....	154	330	194	242	187	303
Drummondville.....	73	45	48	1,102	906	1,175
Farnham.....	90	92	68	518	366	719
Forestville.....	1,409	1,490	630	1	205	198
Gaspé.....	37	25	1	353	117	292
Granby.....	58	55	23	964	799	1,259
Hull.....	68	69	64	1,890	1,120	1,732
Joliette.....	155	195	237	1,482	1,096	1,593
Jonquière.....	135	215	64	840		952
Lachute.....	49	56	24	423	309	395
La Malbaie.....	1			467	227	354
La Tuque.....	1,705	1,826	2,465	391	307	309
Lévis.....	88	132	44	1,380	915	1,645
Louiseville.....	64	125	37	424	278	273
Magog.....	6	16	12	43	351	307
Maniwaki.....	24	10	53	196	107	175
Matane.....	627	483	100	357	155	464
Mégantic.....	10	23	13	418	251	535
Mont-Laurier.....	32	17	8	283	234	257
Montmagny.....	27	27	27	711	385	593
Montréal.....	4,565	6,211	4,400	22,768	17,331	28,081
New Richmond.....	10	16	16	397	163	475
Port Alfred.....	5	38	438	263	271	310
Québec.....	636	917	665	7,650	5,488	7,808
Rimouski.....	263	301	1,459	915	565	875
Rivière du Loup.....	59	72	32	1,214	647	1,058
Roberval.....	143	131	147	258	184	230
Rouyn.....	432	395	453	839	794	953
Ste. Agathe.....	44	11	82	350	230	375
Ste. Anne de Bellevue.....	99	128	41	398	256	525
Ste. Thérèse.....	40	116	39	928	509	813
St. Georges Est.....	264	434	212	838	779	784
St. Hyacinthe.....	38	46	88	1,319	925	1,097
St. Jean.....	71	93	88	966	734	955
St. Jérôme.....	24	58	32	926	641	900
Ville d'Alma.....	272	228	77	718	534	933
Sept Îles.....	406	423	232	357	164	464
Shawinigan Falls.....	186	160	61	1,733	1,357	1,884
Sherbrooke.....	225	144	299	2,458	1,763	2,260
Sorel.....	96	108	18	1,140	776	746
Thetford Mines.....	64	66	28	723	559	768
Trois-Rivières.....	374	455	769	2,219	1,557	2,460

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT NOVEMBER 29, 1956**

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Nov. 29, 1956	Previous Month Nov. 1, 1956	Previous Year Dec. 1, 1955	(1) Nov. 29, 1956	Previous Month Nov. 1, 1956	Previous Year Dec. 1, 1955
<b>Quebec—Con.</b>						
Val d'Or.....	470	597	285	772	650	851
Valleyfield.....	92	118	42	762	629	830
Victoriaville.....	52	40	43	1,034	834	948
<b>Ontario.....</b>	<b>14,844</b>	<b>16,121</b>	<b>12,398</b>	<b>77,348</b>	<b>62,322</b>	<b>79,503</b>
Amprior.....	67	69	69	177	96	165
Barrie.....	47	60	64	635	469	890
Belleville.....	33	20	18	787	498	984
Bracebridge.....	73	84	72	497	286	547
Brampton.....	33	55	36	332	241	393
Brantford.....	65	93	71	1,961	2,015	1,455
Brockville.....	42	41	29	215	137	246
Carleton Place.....	.....	7	3	133	81	155
Chatham.....	148	119	41	1,484	1,085	1,560
Cobourg.....	13	8	7	497	506	427
Collingwood.....	12	14	35	424	303	540
Cornwall.....	156	174	137	1,395	1,126	1,327
Fort Erie.....	20	12	59	385	252	564
Fort Frances.....	105	55	6	214	89	321
Fort William.....	499	700	239	724	589	961
Galt.....	106	111	68	487	435	603
Gananoque.....	4	5	6	213	140	176
Goderich.....	20	36	20	281	217	332
Guelph.....	109	122	87	800	632	910
Hamilton.....	920	1,102	860	6,125	5,159	5,052
Hawkesbury.....	12	24	8	446	261	513
Ingersoll.....	63	40	17	297	297	274
Kapuskasing.....	79	306	39	201	147	533
Kenora.....	56	136	12	338	159	504
Kingston.....	91	110	109	936	625	963
Kirkland Lake.....	200	244	106	399	319	573
Kitchener.....	98	150	115	934	562	1,225
Leamington.....	19	19	27	475	615	1,590
Lindsay.....	73	37	61	340	233	535
Listowel.....	29	47	20	163	76	205
London.....	1,426	770	552	2,856	2,316	3,097
Midland.....	19	20	5	426	232	417
Napanee.....	4	12	3	315	158	328
Newmarket.....	43	124	.....	435	303	.....
New Toronto.....	135	235	112	1,542	1,274	1,525
Niagara Falls.....	219	119	125	1,195	617	1,430
North Bay.....	93	73	28	633	358	807
Oakville.....	233	339	128	316	215	242
Orillia.....	26	23	32	475	290	594
Oshawa.....	182	348	84	1,857	2,062	2,289
Ottawa.....	1,972	1,248	1,939	3,084	2,106	2,912
Owen Sound.....	53	62	40	1,007	584	1,010
Parry Sound.....	2	.....	5	125	58	202
Pembroke.....	205	245	143	916	581	952
Perth.....	30	27	16	236	119	283
Peterborough.....	93	177	100	1,500	1,154	1,624
Pictou.....	14	11	9	310	205	324
Port Arthur.....	425	777	63	959	717	1,593
Port Colborne.....	11	19	6	319	240	343
Prescott.....	21	18	10	356	154	343
Renfrew.....	12	21	7	308	179	348
St. Catharines.....	131	134	80	1,795	1,352	2,309
St. Thomas.....	461	137	354	882	356	500
Sarnia.....	136	117	66	1,376	889	1,141
Sault Ste. Marie.....	431	520	147	716	543	836
Simcoe.....	51	56	19	467	328	463
Sioux Lookout.....	26	64	30	80	56	131
Smiths Falls.....	9	5	19	232	142	304
Stratford.....	27	52	16	360	277	374
Sturgeon Falls.....	4	8	15	583	261	694
Sudbury.....	248	285	174	1,062	831	1,646
Timmins.....	514	741	159	874	576	993
Toronto.....	3,697	4,639	4,142	17,724	13,392	18,457
Trenton.....	60	72	32	517	378	725
Walkerton.....	50	61	26	216	127	335
Wallaceburg.....	3	12	11	432	283	303
Welland.....	88	107	20	735	461	837
Windsor.....	160	173	532	931	804	962
Woodstock.....	308	244	669	6,468	9,391	4,040
.....	30	26	39	430	303	267
<b>Manitoba.....</b>	<b>4,074</b>	<b>3,031</b>	<b>3,429</b>	<b>13,019</b>	<b>7,857</b>	<b>14,733</b>
Brandon.....	302	295	194	941	496	1,155
Dauphin.....	48	25	12	472	189	673
Flin Flon.....	73	77	49	156	158	194
Portage la Prairie.....	45	37	57	512	271	693
The Pas.....	6	9	9	100	102	102
Winnipeg.....	3,600	2,588	3,108	10,838	6,641	11,916

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT NOVEMBER 29, 1956

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Nov. 29, 1956	Previous Month Nov. 1, 1956	Previous Year Dec. 1, 1955	(1) Nov. 29, 1956	Previous Month Nov. 1, 1956	Previous Year Dec. 1, 1955
<b>Saskatchewan</b> .....	<b>1,428</b>	<b>1,653</b>	<b>718</b>	<b>7,098</b>	<b>4,029</b>	<b>10,651</b>
Estevan.....	58	105	32	190	111	194
Moose Jaw.....	240	306	128	669	435	1,052
North Battleford.....	70	102	39	517	220	75
Prince Albert.....	54	76	27	921	557	1,047
Regina.....	677	369	208	1,900	1,059	2,992
Saskatoon.....	145	267	136	1,543	1,037	2,465
Swift Current.....	65	145	61	326	172	517
Weyburn.....	32	118	26	154	74	285
Yorkton.....	87	165	61	878	364	1,350
<b>Alberta</b> .....	<b>3,547</b>	<b>3,960</b>	<b>2,834</b>	<b>10,929</b>	<b>6,814</b>	<b>15,716</b>
Blairmore.....	63	84	44	180	98	290
Calgary.....	861	976	1,369	3,715	2,651	5,136
Drumheller.....	14	50	25	174	104	212
Edmonton.....	2,111	1,559	996	4,605	2,655	6,746
Edson.....	53	737	61	195	155	263
Lethbridge.....	154	292	197	866	468	1,568
Medicine Hat.....	174	137	80	636	385	874
Red Deer.....	117	125	62	558	298	627
<b>British Columbia</b> .....	<b>2,419</b>	<b>2,761</b>	<b>5,179</b>	<b>37,325</b>	<b>22,932</b>	<b>41,754</b>
Chilliwack.....	41	64	37	1,162	747	1,586
Courtenay.....	19	21	22	480	305	1,201
Cranbrook.....	7	6	16	259	150	344
Dawson Creek.....	48	66	12	175	88	339
Duncan.....	25	43	34	429	375	1,557
Kamloops.....	54	63	128	468	276	549
Kelowna.....	15	13	16	999	289	494
Kitimat.....	167	99	165	208	164	114
Mission City.....	20	11	20	645	477	1,198
Nanaimo.....	35	68	47	804	501	1,575
Nelson.....	12	34	14	608	236	509
New Westminster.....	196	236	129	4,181	3,180	4,689
Penticton.....	11	17	16	849	244	538
Port Alberni.....	14	38	32	523	403	1,371
Prince George.....	122	177	91	1,258	764	1,230
Prince Rupert.....	61	93	36	762	596	770
Princeton.....	2	7	9	149	73	151
Trail.....	5	6	30	438	243	432
Vancouver.....	1,187	1,361	3,993	19,126	11,235	19,001
Vernon.....	31	23	38	691	280	816
Victoria.....	313	282	267	2,870	2,186	2,933
Whitehorse.....	34	33	27	241	120	357
<b>Canada</b> .....	<b>44,076</b>	<b>49,151</b>	<b>41,864</b>	<b>246,035</b>	<b>173,720</b>	<b>268,330</b>
Males.....	27,634	31,997	26,895	171,326	108,703	194,478
Females.....	16,442	17,154	14,969	74,709	65,017	73,852

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(SOURCE: FORM U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1955 (11 months).....	884,501	595,633	288,868	62,521	208,648	317,951	163,626	131,755
1956 (11 months).....	981,369	705,310	276,059	64,149	238,675	356,454	195,774	126,317

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
NOVEMBER, 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability days in Brackets)	Amount of Benefit Paid
				\$
Newfoundland.....	2.7	1,942	11,968 (455)	241,973
Prince Edward Island.....	0.6	430	2,742 (55)	44,044
Nova Scotia.....	6.3	3,942	27,873 (1,943)	503,378
New Brunswick.....	5.2	2,970	23,003 (1,917)	442,903
Quebec.....	33.7	21,550	148,131 (25,252)	2,796,748
Ontario.....	37.1	23,982	163,040 (20,234)	3,251,957
Manitoba.....	5.0	4,083	21,837 (2,190)	412,797
Saskatchewan.....	2.3	1,771	10,219 (992)	188,405
Alberta.....	3.4	2,870	15,217 (1,766)	293,241
British Columbia.....	12.3	10,590	54,325 (4,132)	1,100,025
Total, Canada, November, 1956.....	108.6	74,130	478,265 (58,936)	9,275,471
Total, Canada, October, 1956.....	95.5	50,123	420,207 (61,286)	8,066,104
Total, Canada, November, 1955.....	118.0	65,061	514,456 (63,590)‡	8,661,628

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ Weeks paid, unemployment after, and not including, October 1.

Days paid, unemployment to October 1 inclusive numbered 14,982.

**TABLE E-2.—CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE  
FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND  
PROVINCE, NOVEMBER, 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register(weeks)									Nov. 30 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
CANADA.....	215,378*	82,339	26,108	28,087	28,459	15,257	9,756	6,805	18,567	219,786
MALE.....	155,850	67,042	20,869	20,814	18,513	8,856	5,549	3,523	10,684	162,252
FEMALE.....	59,528	15,297	5,239	7,273	9,946	6,401	4,207	3,282	7,883	57,534
Newfoundland....	8,159	3,326	1,473	972	1,068	452	259	188	421	5,264
Male.....	7,681	3,213	1,430	920	996	399	211	165	347	4,859
Female.....	478	113	43	52	72	53	48	23	74	405
Prince Edward Island.....	1,329	521	208	216	167	63	40	29	85	1,005
Male.....	1,064	471	180	179	115	34	19	17	49	798
Female.....	265	50	28	37	52	29	21	12	36	207
Nova Scotia.....	12,079	3,722	1,408	1,691	1,833	1,068	571	425	1,361	11,547
Male.....	10,223	3,367	1,292	1,476	1,503	788	430	321	1,046	9,876
Female.....	1,856	355	116	215	330	280	141	104	315	1,671
New Brunswick....	11,342	4,423	1,145	1,466	1,710	788	508	354	948	9,603
Male.....	8,909	3,757	962	1,138	1,235	577	340	240	680	7,728
Female.....	2,433	666	183	328	475	211	168	114	268	1,875
Quebec.....	64,589	24,077	7,765	7,877	9,424	4,791	2,881	2,070	5,704	64,152
Male.....	45,081	19,444	6,124	5,745	6,118	2,631	1,402	889	2,728	44,653
Female.....	19,508	4,633	1,641	2,132	3,306	2,160	1,479	1,181	2,976	19,499
Ontario.....	64,127	24,131	6,859	7,274	7,732	5,127	3,805	2,647	6,552	64,155
Male.....	43,538	18,725	5,037	4,822	4,541	2,890	2,337	1,340	3,846	43,546
Female.....	20,589	5,406	1,822	2,452	3,191	2,237	1,568	1,207	2,706	20,609
Manitoba.....	10,964	4,493	1,435	1,679	1,141	655	346	278	937	11,225
Male.....	7,611	3,559	1,092	1,220	639	303	147	126	525	8,067
Female.....	3,353	934	343	459	502	352	199	152	412	3,158
Saskatchewan.....	5,791	2,290	1,077	903	517	295	175	133	401	7,063
Male.....	4,511	2,051	942	710	320	158	88	59	213	5,539
Female.....	1,280	239	135	193	197	157	97	74	188	1,524
Alberta.....	9,156	3,940	1,363	1,568	902	433	260	171	519	12,870
Male.....	7,074	3,413	1,142	1,257	504	189	141	94	334	10,432
Female.....	2,082	527	221	311	398	244	119	77	185	2,438
British Columbia..	27,842	11,416	3,375	4,441	3,965	1,585	811	610	1,639	31,363
Male.....	20,158	9,042	2,668	3,347	2,542	907	444	272	936	25,230
Female.....	7,684	2,473	707	1,094	1,423	678	367	338	703	6,133

\* Includes 843 claimants for seasonal benefit.

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
NOVEMBER 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,103	4,624	1,479	4,418	2,726	1,692	2,720
Prince Edward Island.....	959	706	253	712	559	153	371
Nova Scotia.....	7,597	5,269	2,328	6,504	5,116	1,388	2,172
New Brunswick.....	7,244	5,077	2,167	5,203	3,848	1,355	3,115
Quebec.....	42,405	28,329	14,076	33,997	26,601	7,396	15,158
Ontario.....	45,360	29,880	15,480	37,182	28,453	8,729	14,548
Manitoba.....	8,331	5,968	2,363	6,813	5,090	1,723	2,156
Saskatchewan.....	4,823	3,784	1,039	3,365	2,338	1,027	1,897
Alberta.....	7,577	5,503	2,074	5,524	4,052	1,472	2,975
British Columbia.....	20,957	15,003	5,954	17,798	13,101	4,697	6,951
Total, Canada, November, 1956..	151,356	104,143	47,213	121,516	91,884	29,632	52,063
Total, Canada, October, 1956.....	87,929	56,687	31,242	83,908	65,593	21,315	22,223
Total, Canada, November, 1955..	159,757	101,075	58,682	133,702	92,644	41,058	50,137

\* In addition, revised claims received numbered 16,782.

† In addition, 16,276 revised claims were disposed of. Of these, 1,321 were special requests not granted and 1,035 were appeals by claimants. There were 2,406 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—October.....	3,457,000	3,311,600	145,000
November.....	3,469,000	3,305,900	163,100
December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000—	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	3,644,000	3,505,500	138,500
September.....	3,651,000	3,518,700	132,300
October.....	Not available	Not available	Not available

\* Claimants having an unemployment register in the live file last working day of preceding month. The series prior to November 1955 has been revised to include all claimants (ordinary, short-time and temporary lay-off).

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Services
1949—Year.....	100.0	100.0	100.0	100.0	100.0	100.0
1950—Year.....	102.9	102.6	106.2	99.7	102.4	103.1
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1955—December.....	116.9	112.4	131.0	108.5	116.6	118.3
1956—January.....	116.8	111.5	131.3	108.6	116.5	119.0
February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF DECEMBER 1956**

(1949 = 100)

SOURCE: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	Dec. 1955	Nov. 1956	Dec. 1956					
(1) St. John's, Nfld.....	104.5	107.0	107.5	104.1	110.1	100.3	106.4	115.7
Halifax.....	114.7	118.0	118.5	112.8	127.3	115.1	122.1	121.6
Saint John.....	117.7	120.4	121.1	116.7	131.3	116.9	119.8	126.5
Montreal.....	116.7	120.9	120.7	120.2	138.4	106.5	115.5	122.8
Ottawa.....	117.8	121.5	121.6	116.9	140.5	111.4	117.1	125.8
Toronto.....	118.9	123.1	123.1	117.2	149.3	112.0	118.3	123.8
Winnipeg.....	116.9	118.4	118.4	114.1	128.4	114.0	115.6	122.3
Saskatoon—Regina.....	115.7	117.2	117.1	114.6	118.7	116.0	119.1	117.8
Edmonton—Calgary.....	115.1	117.7	117.4	114.2	121.2	113.6	118.5	121.5
Vancouver.....	120.3	121.5	121.7	118.4	129.4	112.3	128.6	122.9

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER  
1955, 1956†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-working Days	Per Cent of Estimated Working Time
<b>1956*</b>						
January.....	13‡	13	17,335‡	17,335	338,340	0.38
February.....	12	22	3,884	20,144	234,795	0.27
March.....	12	22	2,324	3,243	16,875	0.02
April.....	14	20	2,500	2,772	10,050	0.01
May.....	29	33	16,420	17,855	136,510	0.16
June.....	23	36	9,576	16,815	77,775	0.09
July.....	32	39	8,260	9,193	57,820	0.07
August.....	32	52	9,387	13,463	87,710	0.10
September.....	24	48	9,631	14,069	111,200	0.13
October.....	10	40	6,867	15,315	133,870	0.15
November.....	17	36	1,940	4,241	40,860	0.05
December.....	6	18	470	1,513	15,595	0.02
Cumulative.....	224		88,594		1,261,400	0.12
<b>1955</b>						
January.....	18‡	18	12,179‡	12,179	218,985	0.25
February.....	5	12	346	2,843	20,669	0.02
March.....	7	13	1,778	2,297	15,752	0.02
April.....	16	21	1,821	2,656	25,369	0.03
May.....	9	17	2,237	3,200	40,500	0.05
June.....	24	32	5,216	6,730	47,510	0.05
July.....	19	33	7,869	10,924	95,975	0.11
August.....	15	26	2,501	6,449	92,225	0.11
September.....	17	34	18,583	23,176	214,090	0.24
October.....	12	24	4,578	23,587	384,190	0.44
November.....	13	27	1,803	21,581	379,725	0.43
December.....	4	15	1,179	17,720	340,410	0.39
Cumulative.....	159		60,090		1,875,400	0.18

\* Preliminary figures.

‡ Strikes uncompleted at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, DECEMBER 1956 <sup>(1)</sup>

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to December 1956					
MANUFACTURING— <i>Tobacco and Liquors—</i> Cigar and cigarette factory workers, Montreal, Que.	1	178	3,500	Oct. 1	For a new agreement providing for increased wages and other changes, pending reference to arbitration board; unconcluded.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, L'Assomption, Que.	1	60	1,400	Sep. 19	For a new agreement providing for increased wages and fringe benefits, following conciliation; unconcluded.
<i>Textiles, Clothing, etc.—</i> Textile and knitted goods factory workers, Magog, Que.	1	452	2,200	Aug. 28	For a new agreement providing for increased wages and fringe benefits, following reference to arbitration board; concluded December 8; civic mediation and negotiations; compromise.
Sportswear factory workers, Toronto, Ont.	1	65	35	Nov. 19	For a new agreement providing for increase in cost-of-living bonus; concluded December 3; conciliation in favour of workers.
<i>Printing and Publishing—</i> Bookbinders, Oshawa, Ont.	1	39	60	Nov. 14	For a new agreement providing for increased wages, reduced hours from 40 to 37½ per week with same take-home pay, union shop and extension of vacation plan, following reference to conciliation board; concluded December 4; negotiations; compromise.
<i>Metal Products—</i> Metal name plate factory workers, Midland, Ont.	1	126	2,500	Nov. 22	For a union agreement providing for increased wages, reduced hours from 42½ to 40 per week with same take-home pay, closed shop and check-off, following reference to conciliation board; unconcluded.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Fertilizer factory workers, New Toronto, Ont.	1	6	120	Nov. 12	For a new agreement providing for increased wages, following reference to conciliation board; unconcluded.
<i>Miscellaneous Products—</i> Frozen food factory workers, Laprairie, Que.	1	50	1,200	Nov. 2	Alleged discrimination in dismissal of two workers pending union certification; unconcluded.
Orthopedic appliance factory workers, Windsor, Ont.	1	19	100	Nov. 23	For a new agreement providing for increased wages; concluded December 7; negotiations; compromise.
TRADE— Builders supplies jobbers, Jasper Place, Alta.	1	8	180	Sep. 8	For a union agreement providing for increased wages, non-wage benefits and union security, following reference to arbitration board; unconcluded.

**TABLE G-2.—STRIKES AND LOCKOUTS, CANADA, DECEMBER 1956 <sup>(1)</sup>**

Industry, Occupation, Locality	Number Involved		Time Loss in Man- Working Days	Date Began	Particulars <sup>(2)</sup>
	Estab- lish- ments	Workers			
Strikes and Lockouts in Progress Prior to December 1956					
Department store clerks, Sudbury, Ont.	1	30	720	Sep. 22	For implementation of award of conciliation board for increased wages in new agreement under negotia- tions; unconcluded.
Tire and rubber goods warehousemen, Vancouver, B.C.	1	10	90	Oct. 25	For a new agreement providing for increased wages, fol- lowing reference to con- ciliation board concluded December 13; negotiations; compromise.
Strikes and Lockouts Commencing During December 1956					
MANUFACTURING— <i>Animal Foods—</i> Fish processing factory workers, Grand Bank, Nfld.	1	93	300	Dec. 1	Alleged delay in negotiations for a union agreement; con- cluded December 5; return of workers pending refer- ence to Labour Relations Board; indefinite.
<i>Textiles, Clothing, etc.—</i> Cotton factory workers, Hamilton, Ont.	1	<sup>(3)</sup> 155	425	Dec. 10	Protesting reduced earnings on new workload; concluded December 13; return of workers pending settlement; indefinite.
Cotton factory workers, Magog, Que.	1	<sup>(4)</sup> 63	900	Dec. 10	Protest against alleged speed-up, resulting in sus- pension of workers; uncon- cluded.
<i>Metal Products—</i> Sewing machine factory workers, St. Jean, Que.	1	<sup>(5)</sup> 31	150	Dec. 6	For upward revision of classification of assemblers; concluded December 12; return of workers pending further negotiations; in- definite.
<i>Miscellaneous Products—</i> Plastic products factory workers, New Toronto, Ont.	1	28	165	Dec. 21	Alleged discrimination in dis- missal of 14 workers pending union certification; uncon- cluded.
CONSTRUCTION— <i>Buildings and Structures—</i> Building trades workers, Black Lake and Thetford Mines, Que.	2	<sup>(6)</sup> 100	1,550	Dec. 3	For a union agreement pro- viding for parity in wages and working conditions with company agreements in United States; concluded December 21; return of workers pending further negotiations; indefinite.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.

(3) 260 indirectly affected; (4) 475 indirectly affected; (5) 43 indirectly affected; (6) 114 indirectly affected.

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## manpower and labour relations

### REVIEW

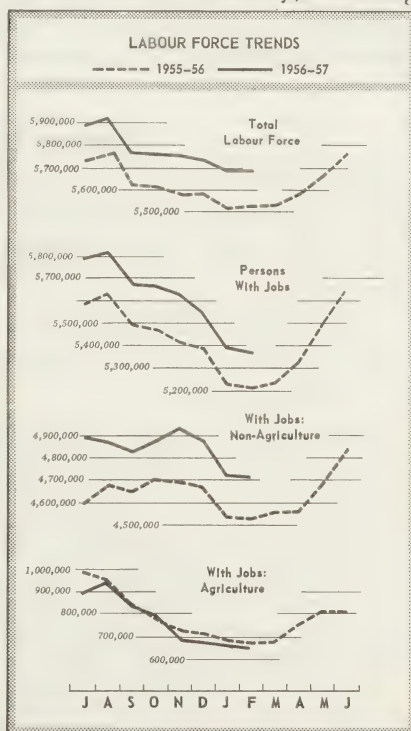
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#### Current Manpower Situation

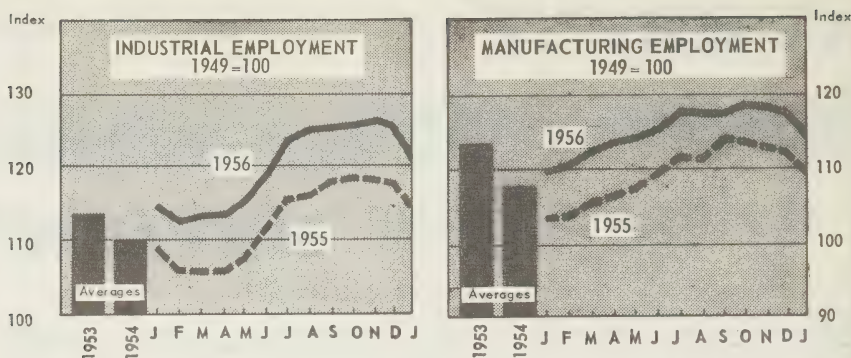
**E**MPLOYMENT levelled off in the first quarter of 1957 after almost two years of extremely rapid expansion. Unemployment in the first months of 1957 was higher than last spring but lower than in the first quarter of 1955. One of the main reasons for the reduced pace of expansion is the drop in house-building which, in addition to its direct influence on construction employment, has affected lumbering and other supplying industries. In most other industrial sectors there has been little or no slackening in the pace of activity.

Total employment was fairly well maintained in February, following a marked decline in the previous month. In the week of February 16, an estimated 5,362,000 persons had jobs, 31,000 fewer than in January but 146,000 more than in February 1956. Persons without jobs and seeking work were estimated at 323,000, or 5.7 per cent of the labour force. Persons without jobs and seeking work formed 5.6 per cent of the labour force last year and 7 per cent in February 1955. Registrations for employment at NES offices amounted to 10.1 per cent of the labour force, compared with 9.3 per cent a year earlier and 11.4 per cent in February 1955.

During the past two months, reports from NES offices show that in all regions layoffs in the construction and associated industries have been greater than last year. In mid-February the number of skilled and unskilled



**A Monthly Labour Gazette Feature**



construction workers registered for employment totalled 175,000, some 27,000 more than last year. A similar situation, attributed in part to a decline in export sales, has developed in logging and lumbering, although here the effects have been more heavily concentrated in the two coastal regions.

Intermittent layoffs were reported in the motor vehicles industry through most of January and February but most other parts of manufacturing showed continued strength. Employment in manufacturing as a whole was 3 per cent higher in January than a year before. Earlier data indicate some year-to-year increase in virtually all the major manufacturing groups, with gains of more than 5 per cent in iron and steel products, transportation equipment, electrical apparatus and supplies, and products of petroleum and coal.

### Post-War Immigration

The expansion of economic activity that began early in 1955 placed heavy pressures on all sources of labour supply. By the third quarter of last year, total employment (seasonally adjusted) was 6 per cent higher than at the beginning of 1955 and unemployment was its lowest point in several years. Shortages had developed in at least 15 skilled and professional occupations, more than at any time since 1951. This heavy demand resulted in a considerable expansion of the labour force from domestic sources.

The inflow of immigrant workers also provided a significant addition to the over-all supply of labour. In the early part of the expansion period strong efforts were made by the federal Government to increase the flow of immigrant workers. Additional immigration offices were opened in overseas countries, counselling services were extended, publicity was intensified and certain regulations limiting the entry of immigrants to Canada were relaxed. These measures were recently made more effective by the increasing number of people wanting to come to Canada as a result of developments in Hungary and the Middle East.

Immigration for the year as a whole reached 165,000, a figure exceeded in the postwar period only in 1953. Immigration reached a peak in the fourth quarter of 1956, contrary to the usual pattern.<sup>1</sup> It is evident,

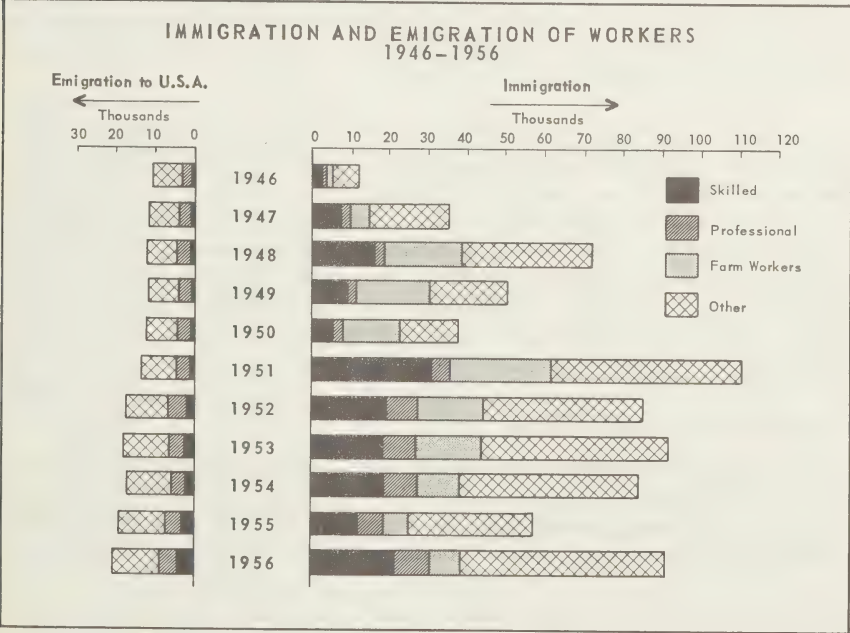
<sup>1</sup>Until 1956, the number of arrivals was highest in the second and third quarters of the year and declined sharply during the winter months.

moreover, that the higher rate of immigration will continue into 1957. The Government announced recently that arrangements will be made to bring over as many as 25,000 British immigrants by air, with additional flights to expedite the movement of Hungarian refugees. It is expected that total immigration in 1957 may approach 200,000.

The occupational structure of immigration in 1956 has at least two notable features. The first is the ratio of workers to non-workers, which is higher than it has been for five years. Of the immigration total of 165,000, more than 91,000, or 55 per cent, intended to take jobs. Another feature is the relatively large number of skilled and professional workers in the group. More than 20,000 of the immigrants were skilled workers, almost double the number in 1955 and more than in any other postwar year except 1951. There were more than 9,000 persons with professional qualifications—a postwar record. Immigrant workers intending to take up farm work numbered 7,500; this figure, though larger than in 1955, was far below the number in previous years.

The numbers of immigrants with specialized skills change quite substantially from year to year for they depend not only on the total inflow but also on other factors affecting the occupational distribution. One of the more important of these is the country of origin. Among the workers coming into this country in the period 1951–55, those from Great Britain, Germany and Austria had a much higher proportion of specialized skills than those from Italy, the Netherlands or the United States. It is clear, therefore, that the skilled and professional content of immigration depends in large part on the supply of prospective immigrants in a few specific countries.

There have been two fairly distinct periods of immigration in the past decade. In the years 1946–50, the inflow averaged 86,000 annually.



The emphasis during these years was on the movement of workers into agriculture and consequently as many as 40 per cent were farm workers. The proportion of professional and skilled workers was correspondingly low, although there is little doubt that many of the immigrants who entered during those years had professional qualifications and moved into professional work some years after they arrived.

In the period 1951-56, the annual average rose to 159,000, almost double the rate of the previous five years. The main reason for the sharp increase was the liberalization of Canadian immigration policy in mid-1950, partly brought about by the defence program and the rapid expansion of civilian durable goods production. The liberalization consisted largely of increasing the volume of unsponsored immigration during times of heavy labour demand.

The change in the type of labour required since 1951 is reflected in the ratio of skilled and professional people to total immigrant workers. The proportion of professionals rose from an average of 6 per cent before 1951 to 9 per cent in the period 1951-56. Skilled workers increased from 19 per cent in the earlier period to 23 per cent. The influx of skilled workers was particularly sharp in 1951, when the aircraft program was getting under way. The proportion of farm workers in the total fell steadily from 41 per cent in 1950 to 8 per cent in 1956.

The effect of immigration on the Canadian labour force is partly offset by emigration. The accompanying chart shows the number of Canadians emigrating to the United States (the only available figures on emigration by occupation). These are, however, by far the largest part of total emigration from Canada. In both skilled and professional occupations, the number of immigrants has significantly offset that of emigrants and has increased steadily during the past decade. Before 1951, in fact, the outflow of professionals exceeded the inflow but since that time there has been a net gain. The net immigration of both professional and skilled workers rose to 28,000 in 1951, tapered off in the next four years, and rose sharply again in 1956.

A brief analysis of the sources contributing to the growth of the labour force reveals the importance of immigration in building up our resources of manpower, especially in the years since 1950. During the period June 1950 to June 1955, a total of 424,000 immigrant workers entered Canada. It is estimated that the contribution to the labour force resulting from the natural growth of our native population during the same period was 316,000. These additions were partially offset by emigration and some decline in the numbers of young and old people in the labour force. Nevertheless, the labour force showed a net increase of 417,000 in these five years. It is clear that a major part of this growth was the result of immigration.

Immigration has been particularly important in fulfilling the requirements of specialized skills. It is worth noting, however, that despite the increased emphasis since 1950 on recruiting skilled and professional workers from overseas, marked shortages still existed in many areas last summer.

# Current Labour Statistics

(Latest available statistics as of March 11, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a) .....	Feb. 16	5,685,000	- 0.2	+ 2.9
Total persons with jobs.....	Feb. 16	5,362,000	- 0.6	+ 2.8
At work 35 hours or more.....	Feb. 16	4,815,000	- 0.3	+ 3.1
At work less than 35 hours .....	Feb. 16	393,000	- 5.8	+ 6.5
With jobs but not at work.....	Feb. 16	154,000	+ 6.2	-12.0
With jobs but on short time.....	Feb. 16	49,000	+ 14.0	+28.9
With jobs but laid off full week.....	Feb. 16	25,000	+ 13.6	-13.8
Persons without jobs and seeking work	Feb. 16	323,000	+ 6.6	+ 4.9
Persons with jobs in agriculture.....	Feb. 16	654,000	- 2.5	- 3.5
Persons with jobs in non-agriculture.....	Feb. 16	4,708,000	- 0.3	+ 3.7
Total paid workers.....	Feb. 16	4,285,000	- 0.5	+ 4.4
<i>Registered for work, NES (b)</i>				
Atlantic.....	Feb. 14	89,800	+ 14.8	+16.3
Quebec .....	Feb. 14	176,900	+ 10.4	+ 4.9
Ontario .....	Feb. 14	158,500	+ 7.3	+13.7
Prairie .....	Feb. 14	78,100	+ 6.3	- 0.6
Pacific .....	Feb. 14	71,400	+ 7.5	+39.2
Total, all regions.....	Feb. 14	574,700	+ 9.2	+11.5
<i>Claimants for Unemployment</i>				
Insurance benefit .....	Feb. 1	545,981	+ 37.1	+14.5
Amount of benefit payments .....	January	\$33,439,112	+166.9	+35.8
Industrial employment (1949=100) .....	Jan. 1	121.3	- 3.5	+ 5.8
Manufacturing employment (1949=100).....	Jan. 1	114.8	- 2.7	+ 4.6
Immigration.....	Year 1956	164,857	-	+49.9(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	February	49,130	-	-82.3(c)
No. of workers involved .....	February	8,080	-	-39.8(c)
No. of strikes .....	February	27	-	+ 83.3(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	Jan. 1	\$63.63	- 3.8	+ 5.1
Average hourly earnings (mfg.) .....	Jan. 1	\$1.58	+ 1.5	+ 7.1
Average hours worked per week (mfg.)*.....	Jan. 1	41.6	+ 0.2	+ 0.5
Average weekly earnings (mfg.).....	Jan. 1	\$65.69	+ 1.8	+ 7.6
Consumer price index (av. 1949=100).....	Feb. 1	120.5	+ 0.2	+ 3.5
Real weekly earnings (mfg. av. 1949=100) .....	Jan. 1	130.9	+ 1.9	+ 4.5
Total labour income..... \$000,000	December	1,248	- 1.4	+11.7
<i>Industrial Production</i>				
Total (average 1935-39=100).....	December	280.6	- 5.9	+ 6.2
Manufacturing .....	December	279.6	- 5.7	+ 5.3
Durables .....	December	342.8	- 5.3	+ 6.5
Non-Durables .....	December	239.1	- 6.0	+ 4.2

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February *Labour Gazette*.

(b) See inside back cover, February *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

\*Adjusted for year-end holidays

# Labour-Management Relations

## The Bargaining Scene

**B**Y mid-March the collective bargaining picture among the major bargaining units in Canada was beginning to take shape for 1957. Only about half the 210 collective agreements covering 1,000 or more employees will be subject to re-negotiation during the year (the remainder are long-term contracts with expiry dates in 1958 or later). So far this year, 20 settlements have already been reached and an additional 44 contracts are either in or about to enter the re-negotiation stage.

The chart on the opposite page deals with the 53 large agreements in negotiation during the period February 1 to April 30 and shows their bargaining status at mid-March. It is similar to the chart published last month for the period January 1 to March 31 (L.G., Feb., p. 118).

Some of the 53 agreements have been subject to a considerable period of negotiation and conciliation. Eighteen had expiry dates prior to February 1, most of them during the last quarter of 1956, and three expired even earlier. By March 15, settlements had been reached in six of the group of 18; among these were two of three settlements with the longest periods of negotiation. By contrast, settlements were achieved promptly for three of the agreements that had terminated after February 1.

The trend towards long-term agreements, which became so marked during 1956, is continuing. Five of the nine agreements reached between February 1 and March 15 will remain in effect for two years, with wage increases becoming effective in each year. The total wage increase throughout the life of these agreements varies widely from approximately 10 cents an hour to as much as 40 cents. The other four settlements reached during the period are of one-year duration and provide wage increases averaging approximately 10 cents an hour.

Two of the agreements, both in the rubber products industry, make provision for supplemental unemployment benefit plans along the lines of those first negotiated in the automobile industry. It is estimated in the Economics and Research Branch that between 15 and 20 of these plans have now been bargained in Canadian industry, most of them covering major bargaining units.

Twenty-two of the agreements were in various stages of negotiation or conciliation at the time of writing and bargaining will get under way in a similar number before the end of the period.

Three of those in conciliation are contracts that have been in the re-negotiation process for several months. The parties involved are: the Aluminum Co. of Canada, Limited, Arvida, and a syndicate of the Canadian and Catholic Confederation of Labour; the Dominion Coal Co. Limited and District 26 of the United Mine Workers of America, representing coal miners in Nova Scotia; and Noranda Mines Limited and the United Steelworkers of America.

Among the contracts in negotiation or scheduled for bargaining in the near future are a number in the building trades, particularly in western Canada. Building trades agreements usually are re-negotiated in the spring but a substantial number negotiated last year will remain in effect until 1958.

## THE BARGAINING SCENE MARCH 15, 1957

Bargaining Units of 1,000 or More Employees,-  
February 1 to April 30, 1957

### In Negotiations and Terminating in Period:

53 agreements, 118,300 workers

Bargaining carried over from Jan.:

18 agreements 39,600 workers

Terminating in period Feb. 1 - Apr. 30:

35 agreements 78,700 workers

### Settlements Achieved:

February 1 - March 15

9 agreements, 14,500 workers

#### Major Terms of Settlements (preliminary information)

- Wages and Duration -

5 settlements, covering 7,400 workers, are 2-year contracts with wage increases spread over the term of the agreement; in 1, increases will total approximately 10 cents an hour, in 1, from 15 to 20 cents, in 2 from 10 to 15 cents, and in 1, approximately 40 cents.

4 agreements covering 7,100 workers are for terms of less than 2 years. In 2, wage increases range from 5 to 10 cents an hour; in 1, from 10 to 15 cents, and in 1, more than 25 cents.

Under 3 agreements tradesmen receive extra increases. Shift premiums are increased in 2 contracts. In 1, pay rates for week-end and holiday work are increased.

- Hours of Work -

Reduced to 40 per week under 1 contract covering 1,400 workers.

- Vacations -

2,800 workers under 2 agreements to receive third week after 15 years' service; 3,100 workers under 2 agreements to receive fourth week of vacation after 25 years.

- Statutory Holidays -

Increased from 6 to 7 in one agreement and from 6 to 8 in another.

- Supplementary Unemployment Benefits -

2 agreements, covering 3,000 workers, introduce SUB plan.

- Welfare Benefits -

2 agreements, covering 4,500 workers, improve group insurance benefits.

All the settlements were achieved without work stoppages.

### Negotiations Continuing:

At March 15

22 agreements, 45,300 workers

Bargaining in process:

16 agreements, 23,500 workers

Conciliation in progress:

6 agreements, 21,800 workers

Work Stoppages:

Nil

### Other Agreements Terminating in Period:

22 agreements, 58,500 workers

Expiring in March:

7 agreements, 21,400 workers

Expiring in April:

15 agreements, 37,100 workers

## Individual Negotiations

A new agreement between Polymer Corporation, Limited, and the Oil, Chemical and Atomic Workers followed prolonged negotiations and conciliation. The 16-month contract is reported to provide wage increases that will ultimately range from 29 to 45 cents an hour. Other changes will increase rates of pay for work on week-ends and statutory holidays and will make vacations of three weeks available to employees with 15 years of service or more.

More than 2,000 workers in Hamilton and Cornwall are affected by an agreement between Canadian Cottons, Limited, and the Textile Workers Union of America. In addition to a general wage increase of 6 cents an hour, tradesmen and some other classifications will be entitled to extra amounts. The number of paid holidays will be increased from six to seven and group insurance and seniority provisions will be adjusted.

A new two-year agreement at the Dominion Wabana Ore Limited in Newfoundland was negotiated by the United Steelworkers of America. The 2,000 employees will receive general wage increases amounting to 16 cents an hour over the two years; shift premiums will be introduced; and the number of statutory holidays is increased from six to eight.

Plumbers in Montreal will receive increases of 20 cents an hour during a two-year period under new contracts signed late in February. The agreements followed a five-day work stoppage by more than 1,000 plumbers of 23 firms. The men are represented by the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry.

The Oil, Chemical and Atomic Workers International Union and Fiberglas Canada, Limited, at Sarnia have agreed to a new contract giving a 6-per-cent wage increase in the first year and 5 per cent in the second.

A contract applying to almost 1,000 workers was recently signed by Cockshutt Farm Equipment Limited and the United Automobile Workers. General wage levels will be increased by 8 cents an hour during the two years of the agreement. Certain other wage adjustments were made and a supplemental unemployment benefit plan will be introduced in 1958. Union security and group insurance provisions were also revised.

Negotiations are currently in progress at two important metal mines in northern Ontario. The United Steelworkers of America and the management of Steep Rock Iron Mines Limited have been bargaining over wage rates, union security and a number of fringe benefits. Late in February, a conciliation officer tried to bring the parties to agreement. Differences between the International Union of Mine, Mill and Smelter Workers and Consolidated Denison Uranium Mines have been referred to the conciliation services of the federal Department of Labour. The union was recently certified to represent employees of the mine at Blind River.

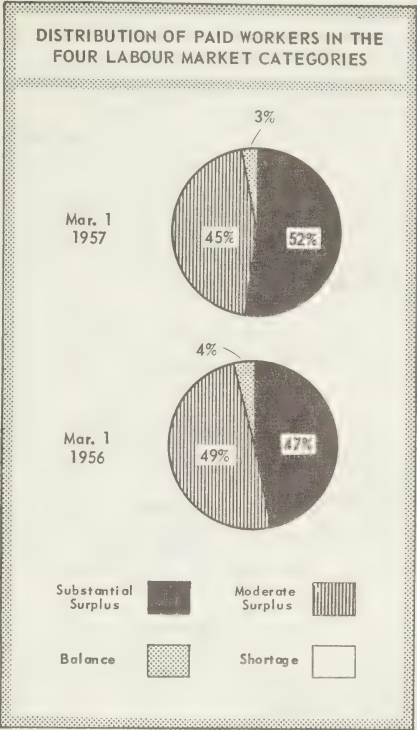
## Work Stoppages

Preliminary figures for February show that during the month 8,080 workers were involved in 27 work stoppages, with a time loss of 49,130 man-days, compared with 24 stoppages, involving 7,477 workers in a time loss of 52,680 man-days in the previous month. For February 1956, the figures were 23 stoppages, 20,150 workers and 234,945 man-days.

# Manpower Situation in Local Areas

**S**EASONAL reductions in employment continued in most parts of the country during the early part of February but by the end of the month the downturn appeared to have come to a halt. In some areas, an upward employment trend had already become well established by the beginning of March as a result of a spring pickup in construction activity. Labour market classifications changed in only 4 areas; two were reclassified from the substantial to the moderate surplus category, one from balance to the moderate surplus category, and one from the moderate to the substantial surplus category. At March 1, the area classification was as follows (last year's figures in brackets): in balance, 3 (5); in moderate surplus, 49 (53); in substantial surplus, 57 (51).

Areas with excessive labour supplies were more numerous than a year earlier in the Ontario, Quebec and Pacific regions. The Prairie region, on the other hand, showed considerable improvement over last year; three fewer areas had high unemployment this year. Four of the six areas in the Pacific region were in the substantial surplus category, compared with two at the beginning of March 1956. The high levels of unemployment in this region were related primarily to reduced employment in forestry and housing construction.



Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	March 1 1957	March 1 1956	March 1 1957	March 1 1956	March 1 1957	March 1 1956	March 1 1957	March 1 1956
Metropolitan	4	3	7	8	-	-	-	-
Major Industrial	14	12	13	15	-	-	-	-
Major Agricultural	4	5	9	9	1	-	-	-
Minor	35	31	20	21	2	5	-	-
Total	57	51	49	53	3	5	-	-

\*See inside back cover February Labour Gazette.

# CLASSIFICATION OF LABOUR MARKET AREAS

March 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec - Lévis St. John's Vancouver - New Westminster Windsor	Calgary Edmonton Hamilton Montreal Ottawa - Hull Toronto Winnipeg		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Brantford Corner Brook Cornwall Farnham - Granby FORT WILLIAM - PORT ARTHUR ← Joliette Lac St. Jean Moncton New Glasgow Sarnia Sherbrooke Shawinigan Falls Sydney Trois Rivières	Guelph Halifax Kingston Kitchener London Niagara Peninsula Oshawa Peterborough Rouyn Val d'Or Saint John SUDBURY ← Timmins - Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Thetford - Megantic - St. Georges Yorkton	Chatham Brandon → LETHBRIDGE Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon	Barrie	
MINOR AREAS (labour force 10,000 - 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Dauphin Drummondville Edmundston Gaspé Grand Falls Kamloops Kentville Lachute - Ste. Thérèse Montmagny Newcastle Okanagan Valley Owen Sound Portage La Prairie Prince George Prince Rupert Quebec North Shore Rimouski Sorel Ste. Agathe - St. Jérôme St. Hyacinthe St. Stephen Summerside Trail - Nelson Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville - Trenton Brampton → CRANBROOK Dawson Creek Drumheller Fredericton Goderich Lindsay Listowel Medicine Hat North Bay Pembroke Sault Ste. Marie Simcoe St. Jean Stratford Swift Current Walkerton Woodstock - Ingersoll Weyburn	Galt St. Thomas	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC

EMPLOYMENT in the Atlantic region continued to decline during February as logging and construction operations slackened further. The decline was most pronounced in the first half of the month, when outdoor activities were hampered by heavy snowfalls and cold weather. In the last half of the month a few local labour market areas reported increases in employment following improved weather conditions. At February 16, persons with jobs were estimated at 470,000, a drop of 9,000 from a month earlier but an increase of 8,000 from a year before. Registrations for employment at NES offices were about 17 per cent higher than a year earlier. While construction and logging

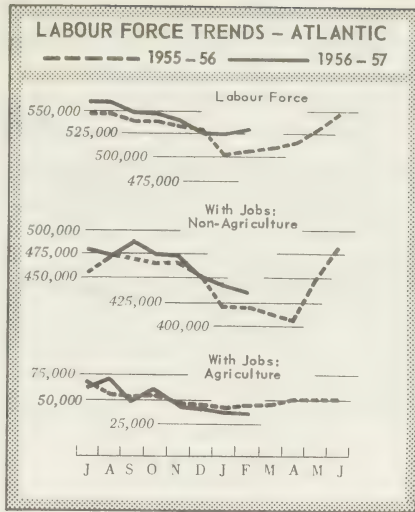
accounted for most of the rise in unemployment during the month, some staff reductions also occurred in fishing, fish processing and trucking establishments and in shipyards.

Unemployment was higher than in February 1956, largely because of reduced employment in logging and lumbering. On the whole, industrial employment remained higher than last year but certain industries were in a weaker position. Forestry employment was maintained at a high level during most of 1956 but fell off more sharply than usual in recent months. Although the decline in forestry activity was largely seasonal in character, the downturn was hastened by deteriorating market conditions. The general softening in demand for forestry products affected all sectors of the industry in the Atlantic region. The lumber industry showed the most marked deterioration, primarily because of reduced domestic and overseas sales. The lumber trade with the United Kingdom fell off fairly sharply during the last half of 1956 and there was little evidence that conditions would improve during the next few months. Some of the main factors contributing towards this reduction in sales were: increased ocean freight rates, reduced dollar value of sterling, tighter credit restrictions and a heavy drop in dollar reserves in England, and larger offerings of Russian timber. Reductions in domestic demands for lumber were largely related to the decline in residential construction.

None of the 21 areas in the region was reclassified during the month. At March 1, the area classification was also the same as a year earlier: in moderate surplus, 3; in substantial surplus, 18.

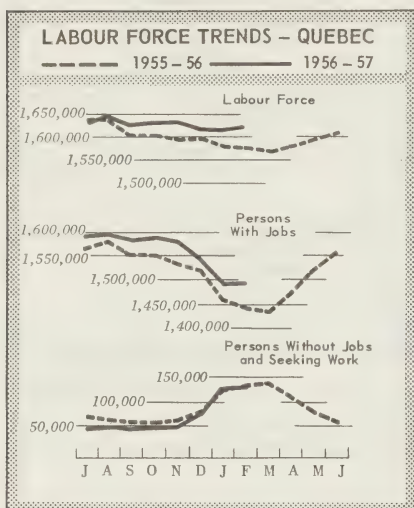
### Local Area Developments

**St. John's (metropolitan).** Remained in Group 1. Unemployment increased sharply in this area during February, reaching a record level by the end of the month. The rise in unemployment has been greater than usual this winter because seasonal declines in construction and logging were more marked than in previous years. Since seasonal industries predominate in this area, employment variations between peak and trough are usually



quite large. The construction industry was particularly slack during February. At the end of the month, more than half the registrations for employment at the NES office were from construction workers.

## QUEBEC



LITTLE change occurred in the employment situation in the Quebec region during February as activity generally approached the winter low point. At February 16, persons with jobs were estimated at 1,493,000, about the same number as a month earlier but about 52,000 more than a year before. Unemployment increased moderately during the month, partly because of an increase in the region's work force. A number of loggers and bushmen, construction workers, lumbermill workers and taxi and truck drivers were laid off but this was offset to some extent by the rehiring of clerical, secondary textile and

metal workers. Increased activity in the aircraft industry accounted largely for the hiring of metal workers.

Total employment in manufacturing continued to be well above that of last year. The largest contributors to this increase were the pulp and paper, iron and steel, transportation equipment and electrical apparatus and supplies industries.

In 20 of the 24 local labour market areas in the region, the number of construction workers registered for employment at NES offices was higher at the end of February this year than last. Of the remaining four, two showed no change in registrations from construction workers and two showed a decrease. In all, about 3,600 more construction workers were registered at NES offices in the region this February compared with last. This represented about half the total year-to-year increase in registrations in Quebec. Both skilled and unskilled building workers registered in large numbers, although registrations from painters and plasterers were slightly lower than last year.

None of the labour market areas in the region was reclassified during February. At March 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 3 (6); in substantial surplus, 21 (18).

### Local Area Developments

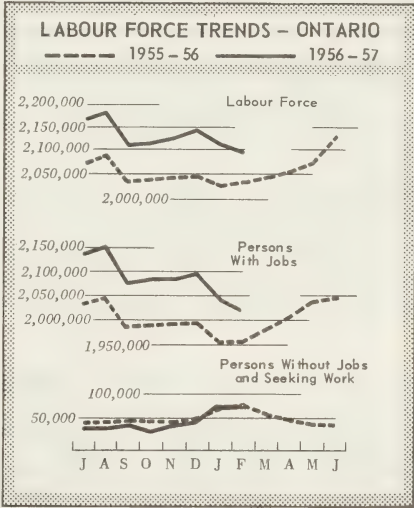
**Montreal** (metropolitan). Remained in Group 2. There was little change in the employment situation in Montreal during February. The number of persons registered for work with the NES fell by about 2,800 during the month, the result of increased activity in secondary textiles, metal working, transportation equipment manufacturing and shipping. On the

other hand, registrations from construction workers and taxi and truck drivers increased. Production slowdowns were felt in certain branches of manufacturing, such as bakery products, wood and paper products, and building materials. There was increased activity in the garment trades, primary textiles and the shoe industry. Construction and trade were at their seasonal low points. All forms of transportation, except truck and water, were normally active.

**Quebec - Lévis** (metropolitan). Remained in Group 1. Here again little change occurred in employment conditions during the month. Log cutting and hauling operations were completed and consequently registrations by loggers increased at the NES offices. This, together with other increases by construction and lumber mill workers and by taxi and truck drivers, pushed total registrations up by about 1,500 during the month. Manufacturing employment was generally well sustained, although there was some slackness in cigarette manufacturing and some short time in textile plants.

ONTARIO

EMPLOYMENT continued to decline in Ontario during February. Persons with jobs at February 16 were estimated at 2,023,000, some 17,000 fewer than a month before but about 69,000 more than in February 1956. Registrations for employment at NES offices continued to be somewhat higher than a year earlier. Employment in construction, food processing and light manufacturing showed little change during the month. Some reduction of activity occurred in industries producing building supplies and equipment. Temporary layoffs occurred in the Ford plants at Windsor and Oakville and production difficulties resulted in layoffs at the Chrysler plant in Windsor. Employment in heavy industry remained generally stable. The employment situation in the textile industry showed a further slight improvement. Shortages of skilled workers continued in many industries. Construction employment, which had been declining more rapidly than last year for several weeks, was approaching the winter low point.



Only one labour market area was reclassified during the month, from balance to the moderate surplus category. At March 1, the 34 areas in the region were classified as follows (last year's figures in brackets): in balance, 3 (5); in moderate surplus, 25 (25); in substantial surplus, 6 (4).

Local Area Developments

**Hamilton** (metropolitan). Remained in Group 2. Some layoffs occurred in automobile and appliance firms and TV manufacturing plants but the labour market in manufacturing generally was well balanced. Employment

in steel production was maintained at a high level and heavy electrical appliances and machine tool manufacturing industries were busy. There was a shortage of skilled labour in many industries.

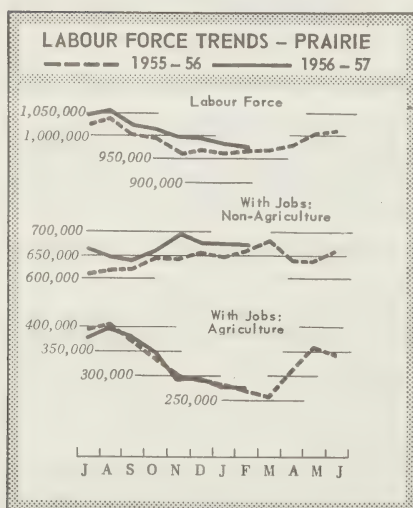
**Ottawa-Hull** (metropolitan). Remained in Group 2. Employment decreased during the month, mainly in construction. Reduction of activities and layoffs also occurred in the lumber and in building materials and supplies industries. There was some seasonal cut-back in employment in forestry, as several camps closed down. The textile industry showed some improvement. Employment in transportation and communication was firm.

**Toronto** (metropolitan). Remained in Group 2. A further decline in employment occurred owing to layoffs in light manufacturing, particularly in the production of aluminum doors and screens, and in the manufacture of plumbing and heating equipment, brick and cut stone, and construction materials. On the other hand, the confectionery and paper products industries and textiles showed signs of improvement. Heavy industry continued firm, with the manufacture of farm implements particularly strong. The shortage of skilled labour continued.

**Windsor** (metropolitan). Remained in Group 1. Employment dropped during the month, primarily in the automobile industry. Production difficulties resulted in the release of a substantial number of workers at the Chrysler Corporation plant and temporary layoffs occurred at Ford and General Motors. This resulted in layoffs or reduction of the work week in several automobile parts plants. Other industries sharing in the decline were construction, transportation and retail trade.

**Sudbury** (major industrial). Reclassified from Group 3 to Group 2. A further drop in construction was mainly responsible for the decline in employment. Seasonal reduction also occurred in the lumber industry, in mining and in the transportation occupations. There was a shortage of auto mechanics, experienced piecemakers and clerical personnel.

## PRAIRIE



GENERAL economic activity in the Prairie region reached the winter low and began to increase slowly during the latter part of February. By February 16, persons with jobs were estimated at 935,000, a drop of 9,000 from a month earlier but an increase of 11,000 from a year before. During the last half of the month employment increased slightly following the usual upturn in seasonal activities. Unemployment remained lower during February than a year before because of heavier demands for metalworkers, loggers and skilled construction workers. The year-to-year increase in job opportunities was reflected

in the NES figures; vacancies listed at the various NES offices at the end of the month were about 16 per cent higher than at the same date last year. All major industries except farming showed some year-to-year employment expansion. Construction was very active for the season despite the fact that fewer houses were being constructed than in February 1956. The heavy volume of industrial and commercial construction more than offset the decline in the residential sector.

Two areas were reclassified during the month, one from the substantial to the moderate surplus category and one from the moderate to the substantial surplus category. At March 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 16 (13); in substantial surplus, 4 (7).

### **Local Area Developments**

**Calgary** (metropolitan). Remained in Group 2. The employment situation changed very little in this area during February. Construction occupations accounted for almost 40 per cent of the persons registered with the NES at the end of the month. Qualified workers in the technical and professional categories remained scarce. Female office workers were also in strong demand.

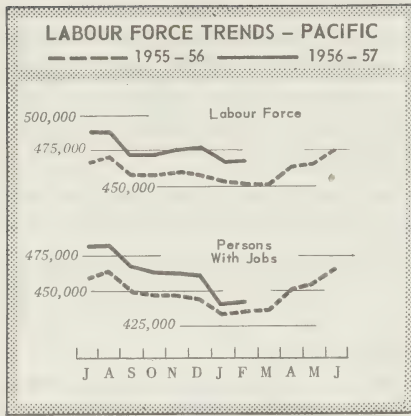
**Edmonton** (metropolitan). Remained in Group 2. Unemployment reached a seasonal peak in this area during February. Employment continued to show a substantial improvement over the comparable date in 1956. The demand was very strong for electricians, sheet metal workers, engineers, draftsmen, surveyors, auto mechanics, and certain types of office workers.

**Winnipeg** (metropolitan). Remained in Group 2. Unemployment continued to increase slowly during the early part of February but began to decline in the last half of the month. The construction industry remained very slack. Manufacturing, on the other hand, showed some employment expansion during the month. Iron and steel, electrical apparatus, textile and clothing plants were very busy.

**Fort William - Port Arthur** (major industrial). Reclassified from Group 2 to Group 1. Seasonal layoffs in construction, logging and grain elevators accounted for the reclassification of this area. Construction employment was maintained at a high level for the season; more than 850 men were working on expansion of the two paper mills.

## **PACIFIC**

EMPLOYMENT in the Pacific region showed some improvement during February as the usual seasonal upswing in industrial activity began to take effect. Persons with jobs increased by 2,000 to 441,000 by February 16, a gain of 6,000 over the year before. Registrations for employment at NES offices dropped slightly but at the end of the month were still higher than at the same time last year. Logging showed little recovery from the effects of bad weather, road restrictions and reduced markets. Employment in sawmills varied throughout the region, but most mills were either idle or operating well below capacity. Activity increased in the shingle industry and hirings in construction increased during the month. Plywood



During the month, one area was reclassified from the substantial to the moderate surplus category. At March 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in moderate surplus, 2 (6); in substantial surplus, 8 (4).

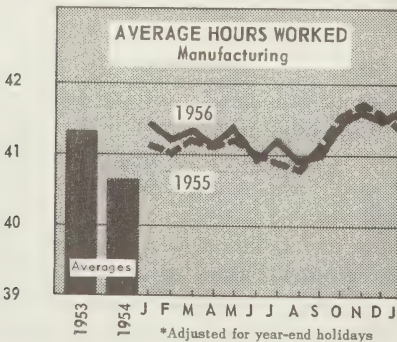
#### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 1. Logging operations were slow in re-opening and sawmills and shingle mills operated at reduced levels owing to lack of orders. Residential construction remained slack but industrial and commercial construction continued to be active. Little change occurred in manufacturing employment; shipyards, structural steel plants and the garment trades were active. Excess labour supplies continued in almost all occupations but minor shortages of specialized technical, clerical and service workers were reported.

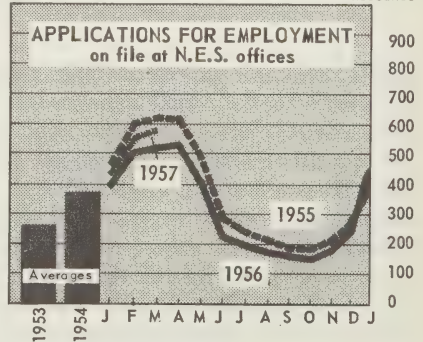
**Victoria** (major industrial). Remained in Group 2. Favourable weather during part of the month resulted in a resumption of logging activities in some camps but, on the whole, operations remained below normal. Some layoffs occurred in plywood plants. Employment in sawmills remained static but showed some improvement in shingle mills. Larger machine shops were active. Construction workers remained in heavy surplus as building programs were delayed. Job opportunities showed little change from the previous month.

**Cranbrook** (minor). Reclassified from Group 1 to Group 2.

Hours per Week



Thousands



## NOTES OF CURRENT INTEREST

### **"Some" Easing in Demand For Building Labour Seen**

The plans for 1957 of Canadian business, institutions, governments and householders involving capital expenditures of some \$8,500,000,000 represent an increase of 8 per cent over the record of \$7,900,000,000 spent in 1956. The rate of increase over the previous year, however, is considerably less than last year, when capital outlays were 17 per cent greater than in 1955.

These facts are given in the report presented to Parliament by Rt. Hon. C. D. Howe, Minister of Trade and Commerce, which has now been published by his Department under the title, *Private and Public Investment in Canada, Outlook 1957*.

"The present intentions, in over-all terms," the report says, "involve moderate further increases from the spending rates achieved during the last half of 1956. In the case of construction, a further increase of less than 3 per cent over the rate reached in the latter half of 1956 is anticipated. Non-residential construction is expected to show a further increase of about 11 per cent, but this increase will be largely offset by the anticipated decline in housebuilding activity.... On balance, present intentions will involve very moderate additional demands for construction materials and labour."

Further on, the report states: "It may be expected that the over-all requirements for construction labour will be little, if any, greater than was the case in the latter half of 1956. This, along with some anticipated increase in the labour force, may result in some easing in the labour situation."

However, the report adds, there will probably be a substantial increase in the demand for some kinds of tradesmen, such as steel workers and heavy equipment operators.

### **Canadian Labour Income At Record Level in 1956**

Canadian labour income in 1956 reached a record total of \$14,284,000,000, an increase of 11.5 per cent over the 1955 total of \$12,810,000,000, the Dominion Bureau of Statistics has announced.

All major divisions shared in the year's increase.

Slightly more than one-half of the 11.5-per-cent gain was attributable to employment increase. The 1956 average of 4,338,000 paid workers with jobs was nearly 6 per cent greater than the 1955 average of 4,101,000.

Per capita weekly earnings in the major non-agricultural industries rose 5.5 per cent to \$64.19 from \$60.87 in 1955.

The factory work-week averaged roughly 41 hours in both years.

### **Newfoundland Ready to Enter Health Scheme**

Newfoundland has approved the federal Government's hospital insurance proposals, it was announced by Health Minister Martin in the Commons last month.

The acceptance by Newfoundland brings to four the number of provinces that have indicated readiness to enter the plan. The other three are British Columbia, Alberta and Saskatchewan. Ontario has announced details of a hospital insurance plan that differs in some details from the federal proposals (L.G. Feb., p. 130).

### **Handicapped Placements At New High in U.S.**

The 1,700 local offices of the United States employment service made more placements of handicapped workers last year than in any previous peacetime year, the Bureau of Employment Security, U.S. Department of Labor, announced last month.

The Bureau said 295,300 job openings in non-agricultural industry had been filled by handicapped workers. Handicapped placements were 31,000 greater than in 1955 and 107,000 larger than in 1954.

### **Accident Statistics**

Industrial accidents in Ontario during 1956 injured 27,191 persons covered by compensation, compared with 23,483 in 1955, the Industrial Accident Prevention Associations report.

In January 1957, federal Government employees injured at work numbered 1,555, compared with 1,331 in January 1956 and 1,175 in December 1956.

## **U.S. Will Remain in ILO, For This Year at Least**

Uncertainty as to the continued participation of the United States in the International Labour Organization has been allayed, for the time being at least, by two recent events. One of these was the publication of the report of an advisory committee appointed to look into the question by the U.S. State, Commerce, and Labor Departments; the other was the decision of the United States Chamber of Commerce to take part in the nomination of employer delegates to the ILO for 1957.

The ILO has been severely criticized by certain groups of United States employers, and was also under attack during the debate in the U.S. Senate last year over a bill to raise the maximum level of the United States contribution to the ILO.

Accusations made by the employers' groups were: that the so-called employer delegates from communist countries did not represent employers at all, but were simply puppets controlled by their governments; that there was too much emphasis in ILO activities on legislation and treaty-making; that the ILO was full of people who held statist or socialist views, and that the work of the ILO was coloured by such views; that the whole organization offered Labour an excellent opportunity to push one of its cherished aims—international collective bargaining.

The participation of the Chamber of Commerce in the activities of the ILO after this year will depend, the Chamber stated, on the findings of a proposed congressional inquiry into the ILO, on the result of the Executive Department's re-examination of ILO activities, on the way in which the U.S. Government puts into practice the fundamental principles already laid down for United States participation in the ILO, and on the means taken by the Government to bring about a more effective leadership in the ILO.

The report of the committee appointed by the three U.S. Government departments, headed by Joseph E. Johnson, President of the Carnegie Endowment for International Peace, and consisting of five experts in labour and foreign affairs, unanimously recommended "continued but more effective and vigorous participation in the ILO" by the United States.

As a means of bringing about this "more effective and vigorous participation" the advisory committee made certain recommendations, including:—

That the State Department clarify the part that the United States is to play in

the ILO "in furthering our broad foreign policy objectives".

That government officers, employers and labour should meet regularly to work out the aims of American policy, thus giving employers and workers the feeling that they had a share in shaping the country's foreign relations policy.

That the United States should continue to work towards weaning the ILO away from legislation and treaty-making. Meanwhile the Government should vote on ILO measures according to the principle involved rather according to the kind of legislation proposed.

(As an instance of following the opposite policy might be mentioned the United States opposition last summer to a proposal prohibiting forced labour, not because of any objection to the principle entailed but because the issue came to a vote in the form of a Convention—an action almost as binding as a treaty.)

That the United States should give more support and attention to ILO technical assistance programs, field services, and research and informational work.

That, besides supporting the three-party structure of the ILO, the United States should exploit it more effectively to show up the difference between free employers and workers and their communist-dominated counterparts.

That a vigorous educational campaign should be waged by the Government to publicize the ILO's activities, and to acquaint employers, Labour and the general public with its purposes.

## **Appeals for Setting-up Of Technical Institutes**

If Canada's provinces would agree to the establishment of technical institutes in hundreds to turn out graduates capable of replacing misemployed engineers, most of the country's technical manpower shortage would disappear, according to D. A. G. Kelly, engineer and instructor at Ontario's Ryerson Institute of Technology, writing in *The Financial Post*, February 9 issue.

"Replaced engineers," says Mr. Kelly, "could move into the sort of work for which they were trained and the engineering shortage would be gone.

"From then on, universities could easily supply all engineers needed, while the technical institutes would fill the gap between engineer and tradesman."

In the long run, Mr. Kelly insists, "this scheme would save us money and serve us better, for it is much cheaper to train an engineering technician than an engineer

and the former is better suited, and perhaps happier, for the more practical work he would be required to do.

"Again, we should seriously consider making advanced education free to all, by issuing bursaries to clever students who can benefit from it."

Mr. Kelly's remarks came as an explanation for his assertion that there is no shortage of engineers in Canada, if they were used for design, research and management work for which they are primarily trained.

He contends that the demand for technical manpower has become exceedingly great, and that the old system in vogue before the Second World War of supplying all needs from universities has broken down.

He notes that industry today requires thousands of technical personnel at all levels from the practical journeyman to the design and management engineer. There are schools available to train journeymen and universities to train engineers; but provisions to train those who come in the in-between category are inadequate. It would be the job of the technical institutes to provide the latter.

Mr. Kelly noted that students, rather than attend night school classes that are presently available, but are designed in a haphazard way differing from province to province and city to city, should have available to them courses integrated into a national pattern so that their achievements would be recognized across the entire country.

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## **Council of Women Urges Uniform Retirement Age**

Intensified federal government efforts to develop public awareness of the need for establishing a uniform retirement age for both men and women, and for continued employment for older persons capable and desirous of working, were urged in a brief presented to Prime Minister St. Laurent last month by the National Council of Women.

Another brief to the federal Cabinet presented last month was submitted by the Canadian Federation of Agriculture.

The women's organization brief also recommended that legislative bodies make sure that women are offered, not only equal pay for equal work, but equal opportunity as well.

The Council also requested that the unemployment insurance regulation that imposes additional conditions on married

women applicants for benefit be rescinded. The regulation "creates hardship among the women affected and is the cause of ill-will towards the Unemployment Insurance Commission on the part of the women concerned," the Council said.

Among the requests included in the farmer's submission were those calling for:—

Easier credit terms for farmers.

Restriction on imports of certain farm products, including dairy items and potatoes.

Government aid to sell foodstuffs to Britain on credit.

A federal investigation of price spreads on farm products.

Abolition of trading stamps.

Increase in personal income tax exemptions.

The Federation also expressed support of the Government's national hospital insurance proposals.

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## **Chamber of Commerce Urges Tax Reductions**

Reductions in the lower and middle rates of personal income tax were urged by the Canadian Chamber of Commerce in its annual brief to Finance Minister Harris and Revenue Minister McCann last month. This would put more emphasis on effort and efficiency, the Chamber said.

The brief also called for reduction in the general rate of tax on corporate income and elimination of excess tax anomalies.

The suggested tax deductions should be announced in the 1957 Budget, the Chamber recommended, but should be deferred until inflationary pressures have abated.

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## **More Apprentices Enrol, Increase Training in N.B.**

At the end of 1956, the Apprenticeship Branch of the New Brunswick Labour Department awarded journeyman rating to 119 individuals, compared with 77 in 1955.

The number of active apprentices registered had risen to 954 in December 1956 from 884 in December 1955.

During the year the Branch added to its staff two additional field supervisors, and appointed a provincial advisory committee for the plumbing trade.

The Branch Director, B. W. Kelly, was appointed by the ILO to assist in setting up an apprenticeship training program in Burma.

## **CMA Opposes Increase In N.S. Compensation**

Nova Scotia manufacturers have gone on record as being opposed to a proposed amendment to the Nova Scotia Workmen's Compensation Act that would bring old rates of compensation up to the present level, and allow those receiving the present rate to benefit from any future increase.

A brief on workmen's compensation, the N.S. Trade Union Act and health insurance was presented last month to the provincial Government by the Nova Scotia branch of the Canadian Manufacturers' Association.

The brief urged that any changes in the Workmen's Compensation Act deal directly with workmen's compensation, and that costs be carefully evaluated in relation to all industries in the province.

It was pointed out that all costs arising from the operation of the Act are borne by employers covered by the Act.

In regard to these costs, the brief points out, "43 per cent of costs arising from increases granted under the Workmen's Compensation Act will be borne by the coal industry of Nova Scotia".

The manufacturers asserted that the Trade Union Act in Nova Scotia has worked "remarkably well" and asked only one major change. The brief notes that the province is the only one which allows fewer than 50 per cent of the employees in an establishment to form a union.

In the matter of health insurance, the brief suggested a three-point program, urging government assistance to prevent a catastrophe, that government should not supplant private health schemes, and that any plan should have due regard for economy and avoid duplication.

## **U.S. Auto Companies Paid \$4 Million in SUB in 1956**

Supplemental unemployment benefits totalling more than \$4,000,000 were paid out by the "big three" automobile companies in the United States between June 1 and December 1, 1956. On the latter date, their trust funds amounted to more than \$83,500,000, according to the United Automobile Workers.

SUB plans now cover about 2,000,000 workers—chiefly employed by automobile, can manufacturing, glass, rubber and steel companies.

In the most comprehensive report yet made on the operation of the automobile SUB programs, which were negotiated in 1955 and became effective in the middle of

1956, the UAW gives the following figures for the early part of last December:—

General Motors had a fund with a market value of more than \$52,000,000; the company paid out at least \$1,300,000 in total SUB payments, and its "trust fund position" (the relationship between the company's maximum liability and the current size of its trust fund) was 36.9 per cent.

The Chrysler Corporation had trust funds with a market value in excess of \$10,700,000, it had paid benefits totalling more than \$1,900,000, and its fund positions ranged from in excess of 27 per cent to about 40 per cent.

The Ford Motor Company made 48,000 payments, with the average cheque approximately \$16.40 and total benefits thus about \$786,760, its trust funds totalled more than \$20,600,000, and its trust positions were 33.5 and 35.2 per cent.

## **Guaranteed Weekly Wage Found in Many U.K. Firms**

A guaranteed weekly minimum wage is in force in a number of the main industries of Great Britain. Some or all the workers in coal-mining, chemicals, transport, steel, textiles, building, engineering, metal manufacturing and agriculture are covered in various ways. They are guaranteed either a full week's wages, or a fixed proportion of that wage, or the rate for a certain number of hours.

Although these arrangements vary from industry to industry, they usually cover the extent of the guarantee, the method of reckoning payment, and the conditions under which it is to be paid. The guarantee may be either a minimum amount of employment for a fixed number of days, shifts or hours; or it may be a proportion of the worker's time rate. In most industries it ranges from two-thirds to four-fifths of the normal weekly hours or of the regular weekly wages.

### **Based on Time Rate**

Most arrangements are based on a plain time rate regardless of whether the worker is on piece rates or time rates. In engineering, for example, "workers are guaranteed four days' employment in any pay week such as will enable them to earn during such period the equivalent of their consolidated time rate for 34 hours".

If an employee's earnings for part of a week are above his guaranteed minimum the arrangement does not apply; if they are not, the employer must make up the remainder. A worker who is temporarily

put on work other than his own as a rule does not lose, even though the rate for that work is lower than his regular rate.

Most agreements about the guaranteed work week require a worker to be always available during regular working hours and to be willing to do any work that is offered him. Sometimes a worker who is absent for one day loses his right to any guaranteed wage for the week. Other agreements provide for a proportionate reduction in the guarantee because of absence.

In boot and shoe manufacturing the guarantee of three-quarters of the weekly wage rate does not apply "in respect of all time lost by the operative on his own responsibility, through sickness or any other cause, and the week under the guarantee shall be reduced correspondingly".

Common features of most arrangements are that men and women have equal rights, and that there is no qualifying period of engagement. But some have penalties for absence without just cause during a fixed period previous to any claim in regard to the guarantee.

The guarantee is usually suspended in case of a strike, dispute, or lockout. In case of shortage of fuel, power or raw materials, or breakdowns, the employer may be absolved from the guarantee. Usually, however, no limit is placed on guaranteed payments during prolonged periods of short-time working extending over successive weeks, when none of the foregoing conditions apply.

A few agreements stipulate that nothing in the guaranteed week provision is to be taken as limiting the legal right of the employer or the employee to end a contract of service.

### **OLRB Lists Requirements To Transfer Jurisdiction**

In giving its decision on a recent application for a declaration concerning status of a successor trade union, the Ontario Labour Relations Board has given its "views on the nature of some of the evidence to be submitted in support of applications under that section (44a of the Act) by trade unions claiming successor status".

"The Board will require, among other things, proof that the merger, amalgamation or transfer of jurisdiction has been agreed to by the predecessor trade union," the decision says. "Such proof may take the form of evidence that the merger, amalgamation or transfer of jurisdiction was approved at a meeting of the members of the predecessor trade union. If

such is the case the Board will require that the members of the predecessor be given effective notice of the calling of the meeting, preferably, although not invariably, in writing. In addition to the time, date and place of meeting, the notice should state the purpose for which the meeting is being called."

The application under consideration concerned the transfer of jurisdiction from Local 16-443 of the Oil, Chemical and Atomic Workers International Union to the United Packinghouse Workers, in the representation of employees of Canadian Cannery Ltd., Strathroy.

### **OFL Brief Recommends Changes in Labour Act**

A brief suggesting amendments and revisions to the Ontario Labour Relations Act, based on data gathered by a special committee at a series of public hearings in many Ontario centres during last summer (L.G. Aug. 1956, p. 972), was placed before the Ontario Cabinet on March 1.

The Labour Relations Committee which gathered the data for the report was sponsored by the Ontario Federation of Labour, and was under the chairmanship of Ted Goldberg.

The brief recommends, in part, that the Ontario Government take greater initiative in gathering information as to the effects and shortcomings of whatever labour legislation may be on the statute books at any particular time. "It should be constantly aware of changes in industry, changes which might require revision of the basic labour legislation. . . ."

The brief notes that many of its specific recommendations entail additional responsibilities to be assumed by the Labour Relations Board, and that since the Board is presently handling more work than ever before in its history, some changes in its structure are in order.

#### **Specific Recommendations**

Some sections of the Act on which the brief makes special and specific recommendations are as follows:—

Certification, conciliation procedure, public employees, building trades, unfair practices and union security.

Members of the Labour Relations Committee, in addition to Ted Goldberg were: Richard Courtney, Eamon Park, Jack Piper, Bill Punnett, Henry Rhodes. Advisers to the Committee were David Archer and Russell Harvey.

## **Jodoin Asks Govt. Study Problems of Automation**

"Organized labour is in favour of automation.

"We feel that the proper use of this new and developing knowledge can do much to fill the needs of the Canadian people, and of people in other countries," Claude Jodoin, President of the Canadian Labour Congress, told a meeting of the Empire Club of Canada in Toronto last month.

"The long-term benefits of automation, properly used, can be of great benefit to all," he added.

But the labour movement is concerned about some of the short-time problems arising from automation, especially the loss of jobs and the difficulty that the older worker whose job disappears because of automation will have finding new employment.

Granting that automation will in the long run produce more jobs, Mr. Jodoin pointed out that it was the "time lag between the introduction of automation and its eventual benefits" that is the cause of concern to the labour movement.

"We think a great deal of suffering can be avoided by determining, as far in advance as possible, what changes can be expected, and then seeing what can be done to meet them," the CLC President declared. He then suggested that the federal Government establish some sort of machinery that would provide for discussion and a gathering of the facts.

In an automated age, Labour sees the need for wages adequate to provide a market for the "great volume" of goods and services that will become available, he said.

While employers will want to re-train younger employees for automated jobs, this policy again raises the problem of the older worker.

Pension plans will take on new significance and the CLC will continue to urge adoption of an industrial pension scheme that will enable workers to contribute towards a pension without sacrificing their mobility.

There will be a tremendous demand for highly skilled workers; therefore opportunities for higher education should be extended. "There is an immediate need for the extension of university facilities and of bursaries, scholarships or some other form of assistance to students who have academic ability."

While on the subject of higher education, Mr. Jodoin commented on the "urgent necessity for improving the income of

members of university faculties". Canada needs not only more persons to give instruction in universities but the best persons available. He promised the support of organized labour in any negotiations university professors may undertake.

In his address Mr. Jodoin also suggested that the Government should undertake a study of the causes of industrial peace. He was sure that responsible union and management representatives would be glad to co-operate and that the universities would be of great assistance.

"We all stand to gain if the causes of industrial peace can be made more generally known and applied," he pointed out.

Earlier he had expressed the belief that labour and management were learning to settle more and more of their differences across a bargaining table and without work stoppages. This trend was likely to continue, he said.

The vast majority of collective agreements are reached by peaceful means: 95 per cent of the agreements negotiated in Canada last year were signed without a strike, Mr. Jodoin said. "Time lost through illness was 25 times that lost through strikes; through unemployment it was 30 times greater," he added.

The CLC President also told the gathering that there will be a continuing desire among those in the labour movement to strive for a better life for all people, that the CLC's top objective was a comprehensive plan of national health insurance (he said this was by no means a selfish objective, as most persons in the labour movement are already covered by hospital and medical plans forming part of collective agreements), and that Labour had an interest in the bettering of the conditions of the peoples in the underdeveloped countries.

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## **1956 Immigration Higher By 55,000 over 1955's**

Immigrants arriving in Canada during 1956 totalled 164,857. This was a marked increase over the 109,946 new arrivals in 1955, according to the Department of Citizenship and Immigration.

Of the 1956 arrivals, it was reported by W. A. McFaul, Montreal district superintendent of the Immigration Department, workers numbered 91,039 and dependents, 73,800.

There were approximately 300 physicians and surgeons; 1,000 graduate nurses; 900 professors and teachers; 1,300 professional engineers and more than 1,000 draughtsmen; 9,492 stenographers, typists and

clerks; more than 1,300 automobile mechanics and repairmen; 600 plumbers and pipefitters; 2,400 carpenters; 1,200 electricians; 1,300 metal fitters and assemblers; 2,300 brick and stone masons; and many other skilled tradesmen.

By racial origin, 51,319 of the 1956 entrants were listed as British, of whom 32,389 were English. This compares with 30,150 British, of whom 19,556 were English, in 1955.

The number of Hungarians arriving in Canada jumped to 4,274 in 1956, the majority of these entering during the last three months of the year. Their total for the preceding year was 427. Greeks, too, showed a pronounced rise, 5,236 entering in 1956, compared with 3,014 in 1955.

Italian and German immigrants increased sharply. During 1956 Italian arrivals totalled 29,806, compared with 20,247 for 1955. German immigrants totalled 26,457 in 1956, compared with 18,082 in 1955.

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### **Disabled Allowances Paid To More Persons in 1956**

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 29,464 at September 30, 1956, to 30,716 at December 31, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$1,840,299.93 for the quarter ended December 31, 1956, compared with \$1,766,327.64 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$11,351,491.59.

At December 31, 1956, the average monthly allowance in the provinces ranged from \$33.73 to \$39.39. In all provinces the maximum allowance paid was \$40 a month.

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### **Number of Payments to Blind Drops at Year-end**

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,301 at September 30, 1956, to 8,297 at December 31, 1956.

The federal Government's contribution under the federal-provincial scheme totalled \$740,780.44 for the quarter ended December 31, 1956, compared with \$743,560.14 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$14,652,859.02.

At December 31, 1956, the average monthly allowance in the provinces ranged from \$37.44 to \$39.62. In all provinces the maximum allowance paid was \$40 a month.

### **Old Age Assistance Paid To Fewer Persons**

The number of persons receiving old age assistance in Canada decreased from 91,641 at September 30, 1956, to 90,488 at December 31, 1956.

The federal Government's contributions under the federal-provincial scheme totalled \$5,124,703 for the quarter ended December 31, 1956, compared with \$5,137,771.19 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$98,913,100.31.

At December 31, 1956, the average monthly assistance in the provinces ranged from \$33.92 to \$38.20, except for one province where the average was \$27.77. In all provinces the maximum assistance paid was \$40 a month.

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### **Canadian Labour Groups Operate 94 Credit Unions**

Canadian labour union members now own and operate 94 credit unions, showing an increase of 10 new credit unions in 1956, according to a year-end report of the Credit Union National Association.

The 94 credit unions account for 8.8 per cent of the 1,068 credit unions started by labour unions in North America, and the 10 new credit unions tally 8.6 per cent of the 115 credit unions organized by labour people in 1956.

Last year 174 credit unions were organized in Canada, bringing the total for the country to 4,097. During 1956 credit unions increased 1,636 in North America. There are now 22,416 credit unions with 10 million members in all walks of life.

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### **Ratio of Fringe Benefits To Wages in U.S. Is 6.5%**

United States corporations disbursed \$187,900,000,000 in wages and salaries in 1956, a gain of \$13,500,000,000 over 1955, it was estimated by *The New York Times*, which based its figures on approximations of increases in various groupings in 1955 over 1954.

Fringe benefits were estimated at \$12,200,000,000, against \$11,082,000,000 in 1955. The ratio of welfare benefits to wages and salaries was 6.5 per cent compared with 6.4 per cent in 1955.

Of the total estimated \$12,200,000,000 paid out for welfare benefits by private industry in 1956, the largest amount was \$5,900,000,000 for pension and welfare funds.

## **Victoria NES Manager, Charles Mudge Dies**

Charles A. Mudge, Manager of the National Employment Service office at Victoria, B.C., since its inception in 1941, died last month. He was 65 years of age.

Mr. Mudge was in charge of the provincial employment service in Victoria at the time this service was taken over by the federal Unemployment Insurance Commission.

## **AFL-CIO Executive Council Moves Against Corruption**

An attack upon corruptive influences in the united labour movement highlighted the AFL-CIO Executive Council mid-winter meeting, held at Miami Beach, Florida. Three codes recommended by the AFL-CIO Ethical Practices Committee and designed to supplement and clarify the AFL-CIO's constitutional barriers against Communism and corruption were unanimously adopted by the Council.

A fourth code of ethical action was added by the Council in a major policy statement adopted at the meeting's opening session.

### **Ethical Practice Codes**

The three Ethical Practice Codes recommended covered health and welfare funds; racketeers, crooks, Communists and Fascists; and conflicts of interest in the investments of trade union officials.

The code on health and welfare recommended, among other things, that union officials receiving full-time pay should receive no fees or salaries of any kind from a health, welfare or retirement program fund.

This code also banned union officials, employees or their agents from "compromising personal ties, direct or indirect, with agencies such as insurance carriers, brokers, or consultants doing business with the welfare plan".

It advocated that in cases where health and welfare benefits are provided through a commercial insurance carrier, the carrier should be selected through competitive bidding from a substantial number of "reliable companies" and the contracts awarded "on the basis of the lowest net cost for the given benefits submitted by a responsible carrier".

The code dealing with racketeers and subversives pointed out that each union has the "duty and responsibility... to see to it that it is free of all corrupt, Communist or Fascist influences.

"Consequently, a trade union need not wait upon a criminal conviction to bar from office corrupt, Communist or Fascist influences."

This code also recommended that two other groups be barred from gaining or holding union office:—

1. A person "commonly known to be a crook or racketeer preying on the labour movement and its good name for corrupt purposes..."

2. A member or "consistent supporter, or a person who actively participates in the activities of the Communist Party, or any Fascist or totalitarian group, which opposes the democratic principles to which our country and the American trade union movement are dedicated".

### **Conflicts of Interest**

The code on conflicts of interests said that "no responsible trade union official should have a personal financial interest which conflicts with the full performance of his fiduciary duty as a workers' representative".

This code, in general, provides that no trade union official should own or have substantial interest in any business enterprise "with which his union bargains collectively, or in any business enterprise which is in competition with any other business enterprise with whom his union bargains collectively".

It pointed out that no trade union official should accept "kick-backs," under-the-table payments, gifts of other than nominal value or any personal payment other than for regular work performed for an employer-business enterprise with which the official's union bargains.

The code standards apply not only to investments made by union officials, "but also where third persons are used as blinds or covers to conceal the financial interest of union officials".

(Earlier this year, the AFL-CIO suspended the financial officers of two of its directly-chartered locals for failure to comply with the standards set up by the federation for ethical conduct. The men were Paul Dorfman, Secretary-Treasurer of a Chicago federal union, and Charles Naddeo, Secretary-Treasurer of a Philadelphia can-workers local.)

In its policy statement that added a fourth code to the three presented by the Ethical Practices Committee, the Executive Council said trade union officials and members have a responsibility to co-operate with government and public agencies seeking "fairly and objectively" to root out corruption in America.

A union official "has no right to hold office in his union" if he resorts to use of the Fifth Amendment on all relevant questions "for his personal protection and to avoid scrutiny by proper legislative committees, law enforcement agencies or other public bodies into alleged corruption on his part," the Council said.

The statement was adopted with only one dissenting vote.

Other features of the Executive Council meeting were:—

A warning to three unions—Laundry, Allied Industrial and Distillery—that they have 90 days to clean house of corrupt influences or stand suspended and face ultimate expulsion from the AFL-CIO.

A "go signal" for a major organizational campaign, in co-operation with affiliated unions, to seek substantial increases in union membership among the country's 13 million unorganized white-collar workers.

A reminder to state and city central bodies to speed up the merger process at once.

A call for wide revisions in the McCarran-Walter immigration bill to permit more immigrants to the United States, and specific steps to permit a greater entry of refugees from Hungary.

A series of economic statements, including calls for investigation of price inflation blamed on wage rises; improved tax benefits for lower and middle income families; a vastly improved social security program; and sharp criticism of the government's hard money policy and its hard impact on middle-income home-building.

#### **Teamster Statement**

A call for improved wages and retirement benefits for federal government employees.

Just prior to the opening of the AFL-CIO Council meeting, the International Brotherhood of Teamsters explained that it was solely concerned with whether the Senate committee in Washington, inquiring into union racketeering, was properly authorized. The union had refused the previous week to answer before the committee questions about its handling of union funds.

The union promised that it would go along with any group "duly constituted" by Congress to conduct such an investigation. The Teamsters earlier assured all its officials that they would not lose their jobs or face any other form of union discipline if they invoked the Fifth Amendment as a basis for withholding information.

The International Union of Electrical Workers, on the other hand, has ruled that any union officer who invoked the Fifth

Amendment in a Congressional investigation into racketeering would automatically be put on trial within the union.

U.S. Secretary of Labor James P. Mitchell, in a press interview prior to the Council's meeting, said union leaders should adhere to a higher standard of morality than ordinary citizens. He made it clear that he believed the same high standards should apply to leaders in business, government or any field in which individuals exercised as much responsibility as union heads.

During the pre-meeting period, the President of the Hotel and Restaurant Employees and Bartenders International Union announced that 300,000 union members would receive an estimated \$3,000,000 in tax refunds as a result of a ruling by the U.S. Treasury Department that workers should not pay income taxes on the value of meals and lodging furnished "at the employer's convenience".

The AFL-CIO's second biennial convention will open at Miami Beach, Florida, on November 18, the Council decided. The spring meeting of the Executive Council will convene in Washington on May 18.

#### **U.S. Gov't's. Money Policy Criticized by AFL-CIO**

The AFL-CIO Economic Policy Committee recently made an examination of "money policy" of the United States Government and associated institutions. The results were contained in an article which appeared in the January issue of the Committee's monthly bulletin "Economic Trends". The article cited five points that supported the contention that price inflation in the money market has caused some fundamental disturbances in the economy. The points were:—

1. Business and agricultural borrowing has not been curbed; nor has the rate of investment for new plant and equipment slowed.

2. Discrimination between types of borrowers has developed.

3. Needed public buildings and activities have been postponed.

4. Profits of banking institutions have been increased.

5. The Treasury has been forced to reverse its policy of converting debt to long-term bonds.

The article said that each point showed the effect of the rise in interest rates; that each illustrated how good monetary intentions for helping the economy have produced serious problems elsewhere.

## **"Merger Increases Unions' Monopoly—But Not Much"**

Does the merger of the AFL and the CIO lead us farther away from economic and political competition than we were before the joining of these two organizations? Will the degree of political "monopoly" be greater under the new federation than it was when the labour movement was divided?

These two questions were asked and answered by Carroll R. Daugherty, Chairman of the Department of Business Economics of Northwestern University, in a paper presented at the Ninth Annual Fall Conference of the Associated Industries of Cleveland, Ohio.

Regarding the first question, Mr. Daugherty pointed out that unions, like corporations, differed among themselves in the degree of control they exercise over their sides of markets. Some unions, such as the skilled building trades unions, have almost complete control. On the other hand, some, like those in the textile and shoe industries, have very imperfect control. Secondly, the speaker remarked that partial or complete monopoly on one side of the market had no significance except in relation to the degree of monopoly which prevailed on the opposite side of the market.

Mr. Daugherty conceded that the merger of the federations, through the consequent merging of rival unions, "will reduce competition and raise the degree of monopoly in the selling of labour services because employers will have fewer alternative sources of labour supply". But he held that, first, the best way for employers to meet this threat was for them "to get together on their sides of their markets in order to meet the union on equal terms". This he called "meeting more monopoly with still more monopoly".

Secondly, he pointed out that the lessening of inter-union rivalry was not an unmixed evil for employers. Although "many employers will hate to see the latter kind of competition pass away, because it enabled them to play one union against its rival...many other employers," he said, "will bless the name of merger because they and their employees were always being caught, with never a moment's stability, between the exaggerated demands and claims of rival organizing drives."

Even supposing that some employers on the whole did not like the probability of greater union monopoly, he argued against the practicability or desirability of government action to break up or prohibit union

mergers. He held that for the government to go "in a big way into the business of breaking up large economic organizations into their constituent units" would have unpleasant consequences for business corporations, and would also be impracticable. "Do you have any idea how big you would make government if it tried to police a general breakup movement?" he asked.

"Do you really wish government to prohibit industry-wide bargaining? Do you wish to encourage the practice of whip-sawing, whereunder a strong national union plays one employer off against another?"

Mr. Daugherty admitted that market-wide bargaining led to industry-wide strikes; but, except in a very few industries like public utilities, railways, and some others, which anyhow required to be especially dealt with by government, he minimized the upset caused to the country by such industry-wide strikes.

To the question, "Will the degree of political 'monopoly' be greater under the new federation," Mr. Daugherty's answer was: "Yes, but not a whole lot".

Against a much higher degree of political power, Mr. Daugherty mentioned the make-up of the two principal political parties, the make-up of the electorate and the free and secret ballot system of voting.

But even supposing that the new federation were much more powerful politically than its predecessors, Mr. Daugherty thought that the possibility "need not make employers quail". He asserted that "it is possible for employers to organize successfully for political action" and that "political balance among organized groups is good for a municipality, a state, and the nation".

## **Unions, Local Councils Continue to Merge**

A merger with the Textile Workers Union of America was approved last month by more than 95 per cent of the members of the independent Brussels Carpet Weavers Benefit Association, employees of Harding Carpet Co., Brantford, and Toronto Carpet Co., Toronto, in a referendum postal vote.

Following the vote the independent union formally applied for the merger with the Textile Workers, and a joint committee was appointed to arrange terms for the union of the two bodies.

A joint announcement by James Martin, Brantford, President of the Brussels Carpet Weavers, and Paul Swaity, Toronto, Canadian Director of the TWUA, said later that a merger conference had decided that applications for two charters would be made to

cover employees of each of the two companies, and that a national carpet council would be set up within the TWUA to cover all the principal carpet companies in Canada.

The Brussels Carpet Weavers Association has 128 members, and the Textile Workers Union has 17,000 members in Canada, according to *Labour Organization in Canada, 1956 Edition*.

The movement for the merger of local labour councils continued with the recent dissolution of The Island Labour Council (formerly CCL) and its reconstitution as the Nanaimo and District Labour Council (CLC). The dissolved Island Labour Council was one of the oldest in British Columbia. Jack Moore of the Port Alberni local of the International Woodworkers was elected President of the new body.

In the United States the General Executive Board of the International Ladies' Garment Workers' Union at its annual conference voted in favour of affiliation with the Industrial Union Department of the AFL-CIO.

A new proposal for amalgamation of the Brotherhood of Locomotive Firemen and Enginemen with the Brotherhood of Locomotive Engineers was made recently by

International President H. E. Gilbert of the BLFE. Several previous attempts at amalgamation have been unsuccessful. The last was made in 1949, when a merger plan was worked out jointly by committees of the two unions but was defeated in a vote taken among the Locomotive Engineers. The plan was overwhelmingly approved by members of the Firemen and Enginemen's Union.

Attempts to bring about a merger of the New York State bodies of the former AFL and CIO recently collapsed, leaving the two organizations as far apart as ever. The main obstacle to the merger is said to be disagreement over the division of officers and the question of which group should take precedence in a new body.

Under the terms of the national merger agreement George Meany, AFL-CIO President, has power to step in if state and city councils have not reached unity accords by next December 5.

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### **Weekly Hours Reduced**

A law reducing working hours for 2,500,000 East Germans from 48 to 45 a week has been passed by the Volkskammer (People's Chamber).

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## **Labour Briefs Submitted to Provincial Cabinets**

### **New Brunswick Joint Brief**

Clarification of New Brunswick's Labour Relations Act so that cities, towns and municipalities would automatically become employers of labour was requested by the New Brunswick Federation of Labour and the New Brunswick Council of Labour in a joint brief to the provincial Cabinet January 31.

New Brunswick was the only province that made a distinction between municipal employees and other employees in labour relations legislation, the brief asserted.

The brief also asked for an amendment to provide for the appointment of a three-member arbitration board in cases where a no-strike clause is included in the provisions of union agreements and disputes arise between municipal bodies and unions of their employees. The chairman of such a board would be appointed by the provincial Minister of Labour.

A further request was that necessary amendments be enacted to the Labour Relations Act to include provincial government employees within the scope of the Act, including the right to their legitimate unions and to be certified and to bargain

collectively in the same manner as unions of employees in private industry.

An immediate start on the construction of the Chignecto Canal was urged by the labour brief.

We labour people like many other groups are considerably worried as to the effect on the economy of New Brunswick of the completion and full operation of the St. Lawrence Seaway project. No person can, of course, predict what its effect will be, but it is all too apparent that one of our largest sources of employment and income, our shipping industry, cannot but be adversely affected.

Loss of the greater part of the Atlantic shipping, which seems inevitable, will deprive many workers of employment and seriously curtail the earning power of many others, unless some means can be found of replacing that which will be lost.

Even before it was decided to proceed with the St. Lawrence project, the brief said, labour groups had been advocating and supporting construction of a canal through the Isthmus of Chignecto between New Brunswick and Nova Scotia, believing it was necessary to the development and prosperity of the Maritimes.

The brief also stressed that a prime requisite of modern industry was an assured and plentiful supply of electric power.

"It has been said that at least one large industry with great employment potentials was deterred from establishing in this province because of lack of this vital requirement," the brief said.

The organizations commended the New Brunswick government for expressing support of a national health plan and passing preliminary legislation. It urged the province use all means at its disposal to bring about the implementation of this plan.

Appreciation was also expressed for the extension of the benefit age of children and provision for legally adopted children under the Mother's Allowance Act.

Amendments which labour groups felt would increase the effectiveness of the Act were suggested. They included extension of the eligible age of children to 18 years and, in cases where they were attending educational institutions, to 21 years; elimination of limit on the number of eligible dependent children; and provision for handicapped children who might not otherwise be eligible for benefits.

The brief asked for legislation providing equal pay for equal work, regardless of sex.

## **Newfoundland Federation of Labour**

Partnership in the federal Government's national health insurance plan was urged by the Newfoundland Federation of Labour in a brief to the provincial cabinet late in January.

The Federation noted that the Newfoundland Government had indicated its interest in the plan and had already announced a provincial scheme to provide free health care for children up to the age of 16. "We are therefore puzzled as to why the Government has delayed its official endorsement of a National Health Plan."

The brief also asked for the abolition of court injunctions in settling labour disputes.

Referring to Newfoundland's Shops Act "and its many local extensions which are presently in force throughout the province," the brief said there were many aspects of the Act with which Federation disagreed.

In discussing opening and closing hours for retail and wholesale establishments, the various Shops Acts have created an obstacle in the path of collective bargaining by forcing unions to be content with unsatisfactory hours of work and also by restricting the freedom of employers to conduct their business in such a manner as to render maximum public service.

We are vigorously opposed to exploitation of women and the obvious efforts of many employers to lower wage standards of both men and women in the flimsy assumption that because a woman is a woman, she is not entitled to the same remuneration as a man, whether or not she does the same work.

Increased workmen's compensation benefits were also urged: the basic rate of compensation to 75 per cent of the injured workmen's current income, maximum earnings on which rate is based to \$4,000 a year, widows' pensions to \$60 a month, children's allowance to \$20 a month and orphans' to \$30 a month.

The brief said employers convicted of unfair labour practices should be required to reinstate, with reimbursement for time lost, employees who had been discharged for union activities.

When there is a change in company name or ownership, the new employer should be required, under the labour act, to respect the collective bargaining relationship established under the previous management.

Other proposals of the joint brief were: the addition of the checkoff to the labour act; coverage of all workers under the paid vacations' act; support for a Canadian shipbuilding industry; and an industrial pension plan.

Urging transformation of the Act into "workable legislation," the Federation said it had in mind the establishment of a provincial Hours of Work Act.

The transfer of administration of the Act from the Department of Provincial Affairs to the provincial Department of Labour was suggested.

The brief requested that a tripartite commission composed of government, management and labour representatives be set up "to seek out the cause and provide a remedy for unemployment".

"Newfoundland's buoyant economy," the brief said, "is still plagued by the dread disease of seasonal unemployment."

The brief complained that the provincial Government was paying skilled carpenters hired to do Government work a minimum wage rate of 90 cents an hour. This rate, it said, was "completely out of line with present prevailing rates".

Included in the brief were requests that the provincial Government speed up work on the Trans-Canada Highway, that interest rates of finance companies be curbed,

that daylight saving time be extended to the last Sunday in October, that jury fees be increased, and that Labour Day be made a compulsory holiday.

## **District 26, United Mine Workers**

The Nova Scotia coal industry was general in better condition, the United Mine Workers District 26 said in a brief to the Nova Scotia Government January 31. It expressed concern, however, over increased use of oil and the possible effects of the St. Lawrence Seaway and the trans-Canada pipeline.

The UMW called on the Government to do what it could to protect the industry, which, it said, directly affected 128,000 persons in Nova Scotia.

One of the chief recommendations, made in earlier briefs, called for a labour representative on the Dominion Coal Board. The brief said that "in view of the most responsible and patient attitude of the United Mine Workers of America to the problem besetting the coal industry, we rightfully expect a voice in the deliberations of this Board".

The brief's suggestions included recommendations that a provincial tax be imposed on imported fuel oil, that the province lead the way by burning coal in all its buildings, that federal subventions on coal movements be guaranteed not to decrease for five years, that an investigation be made into possible effects of the St. Lawrence Seaway, and that "compensating arrangements to be made by the

In its conclusion the brief said the Apprenticeship Branch of the provincial Department of Labour was "deserving of special commendation".

Government" should the trans-Canada pipeline affect the Maritime economy adversely.

Other recommendations called for:—

The opening of a new coal mine in Pictou County, where only two mines now operate and one "is in danger of being closed at any time".

The immediate establishment of a vocational school in Cape Breton.

The use of coal to accomplish any future expansion of electrical energy.

The brief contained a series of recommendations on compensation payments, pensions, safety, sanitation in washhouses and funeral expenses of accident victims.

In its request for subvention guarantees the union was repeating earlier suggestions for helping long-range contracts. Because the payments are established on a year-to-year basis, the union said coal companies are unable to sign long-range contracts. The brief said that a five-year guarantee "would have a most stabilizing effect on the coal industry".

The brief, presented to Premier R. L. Stanfield and his Cabinet by District President Tom McLachlan, said the Nova Scotia coal industry could look to the future with "some degree of optimism".

## **Charlottetown and District Labour Council**

A request for enactment of minimum wage legislation to apply to industrial workers and wage earners in urban districts, which would establish a minimum wage of \$35 for a work week of 44 hours, was requested by the Charlottetown and District Labour Council in a brief recently submitted to the Executive Council of the Government of Prince Edward Island.

The brief further requested that the Act should provide for one week's holiday with pay for the first year of service for all employees in industry or urban service, and two weeks with pay thereafter.

The Labour Council also asked that a Labour Relations Board be set up, as had been promised, with fair representation for labour.

The brief expressed serious concern at the frequent occurrence of industrial acci-

dents, particularly in the construction industry. Many of these accidents were due, the Council asserted, to lack of proper equipment and supervision. The employment of a full-time safety officer to enforce the provisions of the Workmen's Compensation Act was urged.

The Council signified its satisfaction that a Labour Department had been set up in the province.

Provision by the Government of the necessary books was suggested as a means of helping to meet the increasing cost of high school education, which the Council said should be within the reach of all.

The brief noted with satisfaction that the federal Government had "agreed in principle to the instituting of a national health plan, for the provinces and federal Government to arrange jointly". It added:

"We sincerely hope that your Government will give your wholehearted support to this worthy and necessary legislation."

The Council reiterated its request that certain amendments should be made to the Trade Union Act.

## ***Proceedings of Parliament of Labour Interest***

### **Housing**

**January 21**

Minister of Public Works, Hon. R. H. Winters, announced an increase in the interest rate on National Housing Act loans from 5½ per cent to 6 per cent, effective January 22, 1957. Such increase, he stated, is designed to encourage the flow of money into the housing field.

Harold E. Winch (CCF, Vancouver East) urged the Government to "show greater interest" in the "serious problem of supplying low-rental housing for our old age pensioners and others in the same category".

### **Health Insurance**

**January 22**

The Government has no intention of modifying its health insurance proposal, the Minister of National Health and Welfare stated, "because, on analysis, the proposal will be found to be a most generous one".

**January 29**

Asked by Stanley Knowles (CCF, Winnipeg North Centre) if he was in a position to make a statement to the House on the present state of negotiations between the province of Ontario and the federal Government, Mr. Martin replied there was nothing more he could add at this time to what he had already said.

**February 4**

The Prime Minister tabled copies of the correspondence between the federal and Ontario governments, complying with a request by Stanley Knowles (CCF, Winnipeg North Centre).

**February 5**

The Minister of National Health and Welfare informed the House that the government of Newfoundland had accepted the federal government proposal.

**February 13**

"Great progress" towards a hospital insurance plan in his talks with Premier Frost of Ontario was reported by the Minister of National Health and Welfare in reply to inquiries.

### **Education**

**January 24**

A motion to have the Government consider the advisability of introducing legislation to provide national scholarships and bursaries for students at the university level in financial need was proposed by A. H. Hollingworth (L, York Centre).

The debate was adjourned.

**January 28**

R. R. Knight (CCF, Saskatoon) renewed his plea for financial assistance, through grants to the provinces, for the expansion and equalization of educational opportunity across Canada, "without encroaching in any way on the exclusive jurisdiction of the provinces in this field".

The Minister of Justice, Hon. Stuart S. Garson, replied that the provision already made by the Government is the only one which can be made that does not encroach on the jurisdiction of the provinces.

**January 29**

In committee of supply, the sum of \$7,986,000 for grants to universities was approved.

During the discussion, the Prime Minister reaffirmed the federal Government's position that it had no wish to establish any kind of control over the freedom of universities nor of infringing on provincial jurisdiction.

Leon Balcer (PC, Three Rivers) broke with his party and opposed the grants, claiming that they were "but another step on the part of the federal Government towards federal centralization".

### **Collective Bargaining with Government**

**January 24**

Stanley Knowles (CCF, Winnipeg North Centre), referring to the Prime Minister's reply to the Canadian Labour Congress regarding a study of collective bargaining between the Government and civil servants, asked if it meant that the matter would be given a "new look" and further studied. Mr. St. Laurent replied as follows:

I made the statement, and it is my personal position, that I have always felt that collective bargaining did not meet the constitutional practice of our system with

respect to the Civil Service. When I heard that some form of collective bargaining was in operation—I do not know how far it goes—in the United Kingdom, I asked that further information be obtained as to what it was and how it works. That is as far as I went.

## **Civil Servants' Right to Take Other Work**

**January 25**

He would not consider it proper for a civil servant to engage in other work if it in any way interfered with good public relations of his office or with the proper and efficient discharge of the duties of that office, the Minister of Labour replied when questioned by Clarence Gillis (CCF, Cape Breton South).

## **Income Tax Act**

**January 28**

A motion proposing a one-year time limit for reopening of income tax returns in cases of persons earning \$10,000 and less was defeated by a vote of 92 to 55. Mover of the motion was H. O. White (PC, Middlesex East).

**February 18**

An amendment to the Income Tax Act to remove the 3-per-cent floor on medical expenses deductible for income tax purposes was proposed by Stanley Knowles (CCF, Winnipeg North Centre).

## **Voluntary Revocable Check-off**

**January 29**

Stanley Knowles (CCF, Winnipeg North Centre) moved the second reading of his Bill to incorporate into the Industrial Relations and Dispute Act the voluntary revocable check-off of union dues. Motion defeated by a vote of 105 to 66.

## **Legality of Trading Stamps**

**January 29**

Questioned by M. J. Coldwell (CCF Party Leader, Rosetown-Biggart) as to whether the Government has reached any conclusion with regard to the legality of trading stamps, the Minister of Justice stated:

...we have upon the books now a law against trading stamps which has been in existence since 1905. It was continued at the last consolidation of the Criminal Code notwithstanding the fact that we received representations upon behalf of the trading stamp companies to have it repealed. This law is still in existence. The position that

we have taken is that we should like to have this law tested before we ask Parliament to consider any amendment to it if for no other reason than to know with greater assurance the nature of the amendment that might be required.

## **Disabled Persons**

**January 29**

The Minister of National Health and Welfare replied to a question by Clarence Gillis (CCF, Cape Breton South) as to whether any revision had been made in the definition of total and permanent disability under the Disabled Persons Act.

After a meeting of federal and provincial government representatives held late last fall, he said, at which the regulations were considered, a revised definition was drafted and sent to the provinces for their consideration. As soon as the provinces make known their wishes on this and other proposed regulations, the Government will lose no time in going ahead.

## **Old Age Pension**

**January 30**

Stanley Knowles (CCF, Winnipeg North Centre) asked if the Government was considering amending the Old Age Security Act to permit payment of pension to persons who have qualified and have subsequently moved to another country for health or other reasons.

The Parliamentary Assistant to the Minister of National Health and Welfare replied that, being a matter of government policy, any proposed legislation would be announced by the Government at the appropriate time.

Solon E. Low (Social Credit Party Leader, Peace River), asked if, in view of the fact that sessions of provincial legislatures are now commencing and their budget preparations are already well advanced, the Government did not consider it unfair to the provinces to delay further any announcement concerning old age pension increases.

In the absence of the Minister of National Health and Welfare, the Prime Minister said the Government had reached no decision but that as soon as it does it will be announced in the House.

## **Transfer Rights of Pensions**

**January 30**

Stanley Knowles (CCF, Winnipeg North Centre) asked if the Government has taken steps, or is studying the possibility of taking steps, to encourage and facilitate the mobility or transferability of pension rights with respect to employees in both

private industry and the public service; also if the Government has received requests for the establishment of a national industrial pension plan and, if so, what was the Government's reply.

The Minister of Labour said a study is being undertaken of the effects of pension plans on the employment of older workers, including questions of transferability and mobility of pension credits.

Representations had been received from the Canadian Labour Congress and the Canadian and Catholic Confederation of Labour in their memoranda to the Cabinet. It had been suggested, said the Minister, that the implications of various proposals such as those included in the briefs might be discussed further by representatives of the central labour federations with appropriate departments of government.

## **Unemployment Insurance Act**

**January 30**

The Government has not under consideration amendments to the Unemployment Insurance Act in line with proposals submitted in the brief of the Canadian Labour Congress during the present session of Parliament, the Minister of Labour stated in reply to an inquiry by Michael Starr (PC, Ontario).

**February 4**

Announcement of an unemployment insurance plan for fishermen was made by the Minister of Labour.

Under the plan, commercial fishermen will be covered regardless of whether they are wage earners, working on shares or operating alone. Contributions will commence April 1 next and consideration of applications for benefit January 1 next (see p. 358).

**February 19**

G. R. Pearkes (PC, Esquimalt-Saanich) asked if consideration would be given to allowing contributions to be made on a seasonal basis, which, he said, would be more acceptable both to the industry and the fishermen of the West Coast.

The Minister of Labour said he had received representations from West Coast fishermen and members of the Fisheries Council. They were receiving careful consideration by the officials responsible for working out the regulations.

## **Canada Council**

**February 5**

The Prime Minister expressed the hope that it would be possible to secure the acceptance of the required number of

members of the Canada Council in order that it may exist as a corporate body before March 31.

**February 6**

Bill received first reading.

**February 15**

Bill read a third time and passed on to the Senate.

## **National Museums**

**February 8**

An amendment to the Northern Affairs and National Resources Act to provide for two national museums in place of one as at present, to be known as the Canadian Museum of Natural History and the Canadian Museum of Human History, was introduced by the Hon. Jean Lesage.

## **Canada Elections Act**

**February 15**

Bill introduced by Ray Thomas (SC, Wetaskiwin) to require the political affiliation of the candidate to be printed on the ballot papers used in federal elections.

## **Employment**

**February 19**

In reply to an inquiry by E. D. Fulton (PC, Kamloops) concerning the unemployment situation this winter, the Minister of Labour made the following statement:

At January 19, 1957, the number of persons with jobs was estimated at 5,393,000, some 162,000 lower than at mid-December but still about 162,000 higher than in January a year ago. Persons without jobs and seeking work, according to the Dominion Bureau of Statistics survey, rose to an estimated 303,000, which was some 17,000 more than in January 1956 and about 60,000 less than in January 1955.

The increase this January over last comes primarily from such seasonal industries as construction, lumbering, logging and transportation. Bad weather and the effects of the CPR strike all contributed to the layoffs.

In this connection I think I should acknowledge and commend the vigorous and co-ordinated efforts now under way in many localities across Canada to increase winter employment opportunities. These steps are making a definite contribution to the maintenance of employment. Without them, unemployment this winter would be much higher than it is.

## **Succession Duty Act**

**February 19**

Although a revision of the Succession Duty Act is almost complete, the Minister of Finance, replying to E. G. Hansell (SC, Macleod), said he did not think there would be an opportunity to bring it before the House during the present session.

# Quebec Federations Merge

Quebec Provincial Federation of Labour and the Quebec Federation of Industrial Unions unite to form Quebec Federation of Labour (CLC), bringing to seven the number of provinces in which mergers completed

The Quebec Federation of Labour (*La Fédération des Travailleurs du Québec*) came into being on February 16 at Quebec as a result of the merger of the Quebec Provincial Federation of Labour (TLC) and the Quebec Federation of Industrial Unions (CCL).

Quebec thus becomes the seventh province\* to amalgamate its organizations affiliated with the Canadian Labour Congress. The third largest labour organization in Quebec, the Canadian and Catholic Confederation of Labour, which has about 100,000 members, is at present carrying on negotiations with the CLC.

The 428 delegates from these two federations, representing some 200,000 members, accepted the merger unanimously and adopted the new constitution without discussion.

Roger Provost, President of the former QPFL, was elected President, while J. R. Lamoureux, President of the former QFIU, was chosen 1st Vice-president.

The question of health insurance held the spotlight, the delegates calling, often with vehemence and always unanimously, for a plan to be financed by the province with the help of the federal Government.

The convention also declared itself to be in favour of affiliation of the CCCL with the CLC, considering such a step to be the logical outcome of its own merger.

Representing 420 local unions and ten labour councils, the delegates also adopted resolutions calling for:—

Establishment within the QFL of a workman's compensation committee;

The founding of a bilingual monthly publication;

Moral and financial support for the miners of northern Quebec.

Two resolutions calling for the official support of the QFL for "Reassemblément" (an educational and democratic action movement) were referred to the Executive Committee without discussion.

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\*In Ontario the merger convention is to be held at the end of this month, and in New Brunswick during the month of August. Moreover, of the 39 cities and districts in which there are two councils, amalgamation remains to be completed in only about a dozen. It is expected that all provincial federations and all councils will be merged by the end of the year.

The two-day convention closed with a banquet at which some 600 persons were present and during which there was not a single speech. An impressive number of distinguished guests were present, however, including Gérard Picard and Jean Marchand, President and Secretary respectively of the CCCL.

## Opening of the Convention

Under the joint chairmanship of Roger Provost, President of the QPFL, and J. R. Lamoureux, President of the QFIU, the convention opened at the Chateau Frontenac in Quebec on February 15.

Representatives of the provincial Government, the City Council and the Executive Committee of the Canadian Labour Congress attended.

Stating that this convention was certainly the most important one he had attended in 43 years, the Hon. Antonio Barrette, provincial Minister of Labour, stressed the fact that the labour unions have a vital part to play and that their existence is necessary in the modern world.

He painted a picture of the industrial development of the province of Quebec during the last few years and called for the support of the labour world.

His Worship Mayor Wilfrid Hamel said that the labour movement is gaining increased importance in Quebec as a result of this merger and that for that very reason it will be called upon to play a part still more to the advantage of society.

Rev. Father P. D. Morin, Chaplain of the International Association of Fire Fighters in Montreal, spoke briefly, calling the merger "the most beneficial action which could be taken".

Three members of the CLC's Executive Committee also spoke.

Gordon G. Cushing, Executive Vice-president, pointed out that Quebec should be endowed with a strong and vigilant labour movement to go hand in hand with the industrial development of the province.

Donald MacDonald, Secretary-Treasurer, stressed the fact that only 27 per cent of Quebec's workers belong to labour organizations—this being the lowest average after the Prairie Provinces (26 per cent—while in British Columbia the proportion is 72 per cent.

The Quebec Federation of Industrial Unions held its fifth and last convention at Quebec on February 13 and 14, giving its unanimous approval to the merger agreement with the Quebec Provincial Federation of Labour.

Under the chairmanship of R. J. Lamoureux, some 200 delegates enthusiastically welcomed ratification of the merger agreement. Claude Jodoin, President of the Canadian Labour Congress, was present when this decision was made.

Jean Marchand, General Secretary of the Canadian and Catholic Confederation of Labour, which is now carrying on negotiations with the CLC, stated that the CCCL, aware of the fact that the present-day division of the labour world is contrary to the best interests of the workers, "is more than ever desirous of real unity of labour action with the CLC". He specified, however, that the CCCL cannot "renounce its own entity".

One of the outstanding features of this last convention was a talk by Pierre Elliot Trudeau, Vice-president of the education and democratic action movement known as "Rassemblement"; in the course of his talk Mr. Trudeau said that it is absolutely necessary to arouse the people of Quebec to political consciousness.

Mr. MacDonald also protested against the differential in wages between Quebec and Ontario, stating that the divergence is becoming more pronounced all the time.

### Claude Jodoin

Canadians will eventually succeed in having only one central labour organization, CLC President Claude Jodoin said in his address to the opening session of the merger convention.

Noting that all the provincial federations will have merged by the end of the year, Claude Jodoin added that total unity will be achieved in the country by agreements in which all will participate.

Referring to the affiliation of the CCCL, he called on the delegates not to prejudge the results of the negotiations now going on.

Mr. Jodoin also dealt with the objectives of the CLC, stressing particularly the need for a health insurance plan and calling on the delegates to use their influence to try to obtain such a plan.

On the federal level, the CLC President dwelt on union recognition for civil

servants, stating that the Government, in refusing this right, "is setting a very bad example for private enterprise".

The labour movement does not want to become powerful in Canada in order to exercise control, he pointed out, but rather to "better protect the rights of all workers in the interests of all citizens".

In closing, Mr. Jodoin reminded his listeners that the establishment of free trade-unionism in all countries of the world is the only guarantee of lasting world peace.

### Roger Provost

On his election as President of the Quebec Federation of Labour, Roger Provost declared that health insurance, equality of wages and complete labour unity for the workers of the province are among the foremost objectives of the new federation.

He also mentioned the complete right to strike and entire freedom of association.

In order to attain this comprehensive program of union activity, Mr. Provost urged the members to adopt a new trend in politics.

"Because of the introduction of politics in the economic and social fields," he said, "it has become necessary to work towards giving an aspect to politics which will be in accordance with our desires."

The President emphasized the need to obtain, for Quebec workers, equality of wages with the other industrial provinces.

"Now that the nightmare of inter-union quarrelling has disappeared," he added, "we can devote more effort to the organization of unorganized workers, and we must see to it that the province of Quebec ceases to be the industrial province whose workers are the least well paid."

Dwelling on the need for a health insurance plan, Mr. Provost stated that "we have reached a point where, under cover of autonomy, the worst abuses are being committed and the workers are being prevented from attaining that security to which they are entitled".

As for labour unity, he stressed the fact that this will not be complete "until all *bona fide* union groups belong to the same organization and present a common front".

Mr. Provost also denied the Government's right to limit the right to strike, stating that "the workers are sufficiently conscious of their responsibilities to limit their right to strike themselves if they consider such a step necessary for the general good".

In encouraging the members of the new federation to engage in political action, Mr. Provost also urged them to study new



**1st Vice-President R. J. Lamoureux (l) and President Roger Provost of the new QFL**

political groups and to support those whose ideal "corresponds to that of the labour movement".

### **Health Insurance**

The new federation's first act was to approve, unanimously and enthusiastically, a resolution calling for the setting up of a health insurance plan to be financed by the province with the help of the federal Government.

The resolution favours a plan covering medical, surgical and hospital expenses, available to all classes of society. Such a plan should, moreover, leave each person free to choose his own doctor and hospital, and should be administered on a provincial basis.

Seven delegates spoke in favour of such a measure.

Roméo Girard, Secretary of the Montreal Trades and Labour Council, urged that "playing politics" be forgotten when the health of the people is at stake.

Bernard Shane, Vice-president of the International Ladies' Garment Workers' Union, pointing out that the medical centre set up in Montreal for members of his union has made it possible to discover a considerable number of illnesses which might have become very serious, stressed

the fact that only members have this protection, whereas there should be a plan covering the entire population of the province.

Louis Laberge, President of the Montreal Trades and Labour Council, stated that "the working class is in absolute need of health insurance"; he called on the labour movement to do something right away about obtaining such a plan.

(During the convention, Mr. Provost revealed the fact that a brief on health insurance, prepared jointly by Quebec's three labour organizations, would soon be presented to the provincial Government.)

### **Affiliation of the CCCL**

The Quebec Federation of Labour declared itself to be in favour of affiliation of the Canadian and Catholic Confederation of Labour with the Canadian Labour Congress.

In accordance with the wishes of the President himself, the delegates adopted a resolution, with no dissenting votes, favouring affiliation of the CCCL. There were, however, several abstentions.

The nine delegates who spoke were all in favour of affiliation in principle, but two of them implied that they did not want affiliation "at any cost".

The resolution, which was of a general nature, pointed out that the alternative to affiliation of the CCCL "will be a long series of inter-union struggles, veiled or open, the main result of which, whatever the issue may be, will be to lessen the strength and effectiveness of the labour movement in Quebec".

Setting the tone of the discussion, Roger Provost said that affiliation of the CCCL is the logical outcome of the merger of the Quebec Provincial Federation of Labour and the Quebec Federation of Industrial Unions.

"No one with the efficiency of the labour movement at heart can be opposed to this resolution," he said.

The President reminded the delegates that the Executive Committee of the CLC has been given the mandate of negotiating an agreement with the CCCL; it is not up to the unions and federations, he said, to decide how and in what way unity will be accomplished.

Jean Marie Bédard, representing the International Woodworkers Union, stated that the Quebec worker is losing out in wages as a result of the division in the world of organized labour.

"We must find a way to speed up unity," he said. "The Quebec worker is losing out in earnings, and that is more important than concern for jurisprudence."

Jean Gérin-Lajoie of the American Metal Workers' Union likewise stressed the fact that neither questions of jurisdiction nor questions of principle should constitute obstacles to the CCCL's affiliation.

Roméo Mathieu, Secretary-Treasurer of the old QFIU, also stated that it would be "selfish and anti-Christian to refuse to accept other organized workers in our ranks". Calling on the delegates to judge a labour association by its aims, he warned them against setting up barriers, which would do nothing but harm to the Quebec worker.

Speaking on behalf of the Canadian Brotherhood of Railway Employees and Other Transport Workers, William Dodge said that he looked forward to the day when he would meet the members of the CCCL at a convention.

"These are men of superior intelligence," he said, "of firm principle, whose devotion to the working class is even greater than ours."

The only two delegates to temper their remarks were Hector Marchand, President of the Montreal local of the International Longshoremen's Association, and Louis Laberge, President of the Montreal Trades and Labour Council. The former called on the CCCL "to take action"; the latter said that the QPFL "will go ahead anyway without the CCCL".

## Elections

The choice of the Executive Committee of the new federation, made separately in accordance with the terms of the merger agreement between the QPFL and the QFIU, caused no surprise. A vote was held only for the position of Secretary, which fell to the former QPFL; in this vote Armand Marion, who already held the post, won out over Roméo Girard.

The Executive Committee of the new federation is as follows:—

*Chosen by the former Quebec Provincial Federation of Labour:* President, Roger Provost, Montreal; 2nd Vice-president, Edouard Larose, Montreal; Secretary, Armand Marion, Montreal; nine directors: textiles, Oscar Longtin, Valleyfield; needlework, Maurice Silcoff, Montreal; construction trades, Henri Rochon, Montreal; wood products, Richard Garneau, Quebec; pulp and paper, J. B. Hurens, Quebec; transportation equipment, Louis Laberge, Montreal; services, Gaston A. Ramat, Montreal; non-durable goods, André Courchesne, Quebec, and John Purdie, Montreal.

*Chosen by the former Quebec Federation of Industrial Unions:* 1st Vice-president, R. J. Lamoureux, Montreal; Treasurer, Roméo Mathieu, Montreal; six directors: mines, Patrick Burke, Noranda; transportation, Eucher Corbeil, Montreal; foods and beverages, Roland Goedike, Montreal; municipal employees, J. M. Périard, Montreal; durable goods, René Martin, St. Jean, and Gérard Poirier, Montreal.

The following eight honorary officers were also chosen: *by the QPFL*—President, Marcel Francq; Vice-presidents, Raoul Trépanier, Bernard Shane and J. H. D'Aoust; *by the QFIU*—President, Philippe Vaillancourt; Vice-presidents, J. P. Tessier, Donat Archambault and Miss Huguette Plamondon.

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During the winter months of 1956—April to October—registered unemployed in New Zealand increased from 76 on April 30 to 505 on August 31, then decreased to 309 on October 31. The peak registration of 505 was the highest since 1946, when 593 were registered as unemployed in June of that year. The 505 unemployed formed only 0.06 per cent of the labour force.

# Preliminary Report, Royal Commission on Canada's Economic Prospects

Many forecasts and recommendations made by five-man body for 25-year period 1955 to 1980. Those of most interest to Labour described here

The preliminary report of the Royal Commission on Canada's Economic Prospects was published on January 10\*. It contains a number of forecasts and recommendations. A summary of those which most closely affect labour was given in the February issue of the *LABOUR GAZETTE* (p. 129). Thirty-four studies that will be published separately are listed in an appendix to the report.

The predictions contained in the Commission's report are based on a number of assumptions, the chief of which is that, during the 25-year period covered by the inquiry, 1955 to 1980, there will be no big war, no serious business depression and no prolonged periods of mass unemployment such as occurred in the 1930's.

## Forecasts

The forecast that the population of Canada will reach 26,650,000 by 1980 is based on mortality and fertility rates which take into account present trends, and upon a net rate of immigration of 75,000 per year.

"The estimates of fertility rates are... conditioned by assumptions about general prosperity and employment in Canada over the next two or three decades," the report states. Briefly, these assumptions presume that there will be no "prolonged decline in business activity".

"Net immigration is influenced by comparative levels of economic activity in Canada, Western Europe and the United States. It is also affected by political events, by the risks of war, and by the migration policies of the governments concerned," says the report. "Because it is a function of so many variables it is impossible to predict.

"If net immigration runs at an annual rate of 75,000, the population of Canada by 1980, according to our estimates, will be 2,500,000 more than if it were augmented by natural increase alone," the Commission says.

If an annual immigration of only 50,000 is assumed the population would be

The task set before the Royal Commission on Canada's Economic Prospects when it was appointed in June 1955 was implied in the title given to the five-man body headed by Walter L. Gordon of Toronto. In the words of the order in council that established the Commission, it was "to inquire into and report upon the long-term prospects of the Canadian economy, that is to say, upon the probable economic development of Canada and the problems to which such development appears likely to give rise".

25,770,000 by 1980, while a rate of 100,000 a year would give a population of 27,535,000 by the end of the period.

## Labour Force

The labour force, according to the definition used in the report, includes all those 14 years of age and older who are employed or looking for work. It does not, however, include those in the armed forces, in hospitals, jails or other institutions, or on Indian reserves.

The report points out that "over the past decade the labour force has not been growing so fast as the population as a whole". Although the proportion of women in the labour force has been increasing—a trend which is expected to continue—there has been a decline in the proportion of young men entering the labour force and a tendency towards earlier retirement of older men.

The Commission expects the trend towards later entry into the labour force to continue, but anticipates that the increase in the proportion of those 65 years of age and older who drop out of the labour force will "flatten out" in the future.

We are assuming that unemployment will not be relatively higher on the average over the next 25 years than it has been over the last five years. Thus we assume that the average level of unemployment will be 3 per cent of the labour force.

On these assumptions, and with an assumed immigration rate of 75,000 a year, the Commission estimates that the proportion of the male population 14 years of age and over who will be in the labour force in 1980 will be 80.2 per cent. It is estimated to have been 82 per cent in 1955.

\*Obtainable from the Queen's Printer, c/o Supervisor of Government Publications, Ottawa.

The percentage of the female population in the labour force is expected to be 27.5 in 1980, compared with 23.8 in 1955.

The percentage of the total population who will be in the labour force in 1980 is estimated at 53.7, against 52.8 per cent in 1955.

Regarding the industrial distribution of the labour force the report says:

We expect the resource industries, primary and secondary manufacturing, and construction to employ roughly the same proportions of the labour force as they do today. The labour force in agriculture has been declining not only in relative but also in absolute terms; and we expect that trend to continue. While agriculture now accounts for some 15 per cent of the total labour force, by 1980 its share may have declined to 7 per cent.

On the other hand, there will be a marked increase in the number of workers employed in the tertiary or service sectors of the economy, so that over the next 25 years the labour force employed in civilian government and community services, in transportation, storage and communications, and in trade, finance and other services will increase from 47 to 55 per cent.

"Canada has been becoming an increasingly urban country, and this trend will continue," the report predicts. "In 1951, 62 per cent of the population lived in metropolitan areas or in other cities, towns or villages with more than a thousand people. By 1980 that proportion may rise to 80 per cent. Over the same period the proportion of the population living in metropolitan and urban areas of more than 100,000 people may rise from 36 to 56 per cent."

### **Gross National Product**

"If net immigration averages 75,000 per annum and if the rate of productivity increase in the private business sector of the economy hews to the midpoint of the range we have chosen, the gross national product in 1980 will amount to approximately \$76,000,000,000 in terms of 1955 dollars," the report states.

With immigration at 50,000 a year and with productivity at the lower edge of the range the Commission estimates that the gross national product will be \$68,000,000,000. On the other hand, if immigration ran at an average yearly rate of 100,000 and the rate of productivity increase was at the highest point in the range, the gross national product would reach \$85,000,000,000 by 1980.

The high and low points in the range referred to are 2.5 and 3.25 per cent increase in productivity compounded annually for the business sector of the economy. For agriculture, where output per man-hour has

been increasing more rapidly than in any other part of the economy—though it is still considerably lower than in most other sectors—the estimated rate of increase in productivity was 3 per cent compounded annually until 1970, and for the next 10 years (until 1980), 2.5 per cent.

### **Wages and Hours**

The Commission advances the conclusion that "by 1980 the average Canadian, after paying income tax, will have about two-thirds again as much net income for his own use as he had in 1955".

Hours of work, both in agriculture and in the business sector of the economy, have been declining and we expect these trends to continue. Average hours per week per man in agriculture are predicted to fall from 55.3 in 1955 to 43.75 in 1980 and, in business, to fall from 41.3 in 1955 to 34.3 in 1980.

### **Skilled Labour Shortages**

"Unless present trends are changed there will not be enough young men and women enrolling in training programs to meet the demand. This is in spite of the fact that the number of Canadians entering the labour force will substantially increase over the next ten years. It follows that we may expect to face shortages of skilled labour in the near future," the report says.

### **University Enrolments**

On university enrolments the report says: "The number of students at present enrolled in the primary and secondary schools throughout the country is clear evidence that the numbers who will be seeking to enter the universities will increase rapidly within the next few years. In fact university enrolments are already increasing; it is expected that the rate will accelerate and that enrolments will be double their present numbers by about 1965."

### **Recommendations**

#### **Skilled Labour Shortage**

The shortage of skilled labour "is not likely to correct itself automatically, except to a very limited degree," in the opinion of the Commission.

The pay differentials between skilled and semi-skilled workers are normally not great enough to provide strong financial incentives for people to take specialized training. Furthermore, while it is sometimes possible to substitute new machinery for certain types of skilled workers, it is much more common to substitute machinery for unskilled and semi-skilled workers, thus increasing, in effect, the demand for skilled workers.

Steps towards remedying the shortage suggested by the Commission are:

Increased pay differentials between the kinds of skilled workers which are likely to be scarce and the semi-skilled and unskilled workers in the same industries, and added incentives to encourage apprenticeship in the skilled trades.

Existing technical and vocational training facilities and institutions should be expanded and new ones established. A large portion of this will occur as part of general high school expansion programs now being planned by the provinces. But, in addition, it is important that more technical training schools for high school graduates be established.... It is quite apparent that the demands of modern industry for many new types of skilled technical workers cannot be met by the older techniques of apprenticeship and on-the-job training (although these are still important).

Governments may play a role in fostering apprenticeship or in-plant training programs, but it is to be hoped that skilled tradesmen's groups and companies will themselves foster the further development of these training techniques.

In many cases more efficient use could probably be made of skilled personnel in industry by making sure that they are not being employed to perform unskilled or semi-skilled tasks which could be performed by others.

### University Training

The heart of the problem of how the universities and colleges are to achieve the necessary expansion of physical facilities and to recruit the additions to their teaching staffs that will evidently be required, the report says, is: "How are the universities going to be able to attract increased numbers of men and women of high quality to the teaching profession?"

The Commission asserts that the living standards of university teachers have not increased with the general prosperity of the country as a whole, and that relatively they have on the contrary declined substantially. "It seems quite clear that if our Canadian universities are to attract sufficient numbers of men and women of the highest quality to their teaching staffs, measures will have to be taken to improve the general standing in the community of the university teaching profession. What is needed is a very substantial increase in the salaries of university teachers, and particularly of those in higher ranks," the report contends.

"This could be accomplished," it continues, "at a cost which would be small in comparison with the sums which are at present being paid by our governments, or which people are demanding should be paid, for such things as roads and highways,

power developments, railway extensions, docks and port facilities, agricultural price supports, increased social security measures and so on."

The Commission estimates that the present level of salaries in the universities could be doubled at a cost of \$12,000,000 a year. However, it admits that much more would be needed within 10 years, by which time student enrolment would be twice what it is now.

In addition to the sums required for increased salaries, the existing universities and the new universities which will soon be needed will require substantial capital grants, if they are to take care of the very large increase in the anticipated enrolment. It is estimated that capital expenditures of about \$1,000,000,000 will be required for these purposes over the period of the next 25 years.

The universities cannot themselves raise the sums needed without "direct and substantial aid from the governments concerned," the Commission declares. It makes the suggestion that "some limited measure of assistance might be given to the universities by increasing the amount of the deductions from taxable income now allowed to individuals and corporations for donations to educational institutions," and that deduction of gifts to such institutions from estates might be allowed before federal succession duty is computed.

### Immigration

During the 30 years from 1901 to 1931 about 4,600,000 immigrants came to Canada, and about 3,400,000 emigrated from the country, the report states. Thus the net addition to the population in the period was only about 1,200,000.

Nevertheless, the Commission believes that "immigrants have made a decided contribution to the scale of economic development in Canada". It points to the willingness of immigrants to accept the less attractive types of work, and to "the various skills and cultural accomplishments with which many immigrants are helping to enrich our Canadian life".

The Commission believes that Canada's immigration policy must be "a continuous, long-term one" if it is to be successful. It favours the continuation of the plan of helping immigrants to finance the cost of their journey to this country; it urges a wider dissemination of information in the various countries from which we may expect future immigrants to come, facilities for quicker processing of applications of those who wish to come to Canada, continuation of the policy of placing no restrictions on the occupations in which

immigrants are entitled to engage, encouraging the immigration of those with special skills, and doing everything possible to help immigrants upon arrival to fit into Canadian life and to become assimilated.

To encourage young Canadians who go abroad for advanced training to return to this country on completing their studies, the report suggests that "effective means ought to be taken, perhaps through the universities, to keep in touch with them and, through collaboration between the National Conference of Canadian Universities, the Executive and Professional Division of the National Employment Service and industry associations, to keep them informed of employment opportunities in their chosen professions in Canada".

### Atlantic Provinces

Although in the last few decades the Atlantic Provinces have made substantial progress—real income per capita in the Maritimes having increased during the past 30 years at a somewhat higher rate than the average for the other provinces—"it is a fact," the report says, "that average incomes in this region continue to lag behind the averages for the rest of Canada".

The Commission makes a number of suggestions of ways in which some measure of assistance might be given to the Maritimes, but, it says, "if it should turn out that there is not the necessary combination of resources in sufficient quantities to permit a substantial rise in living standards in the Atlantic region, generous assistance should be given to those people who might wish to move to other parts of Canada where there may be greater opportunities".

In particular the Commission foresees a possibility that a considerable number of Nova Scotia coal miners may be displaced when an extensive program of mechanization, now under way in the mines of some of the principal producers of coal in the province, is completed in 1960.

It suggests some change in the present subsidy arrangements for Nova Scotia coal, but says that "obviously there must be some limit to the amount of assistance which should reasonably be given to any one industry, no matter how important it may be".

"We believe, however," the report continues, "that generous assistance should be provided for the mineworkers who will be displaced as a result of the difficulties which we foresee. Special measures will be needed for looking after these people and for re-establishing in other industries those who may be interested in such an alternative."

### Other Recommendations

"In a world where our main trading partners are not prepared to make worthwhile reductions in their tariffs and other trade restrictions, it would seem sensible for this country, for the time being, to hold the tariff line, on the average, at about its present level. At the same time we should take advantage of the opportunity to strengthen out some of the anomalies which exist in the present tariff and to simplify the whole tariff structure as much as possible," the report says.

It should be flexible in the sense that we should not hesitate to amend and revise it as occasion demands from time to time. In fact we would advocate a continuing re-examination of the tariff having in mind continually changing industrial conditions, products and technology.

In the course of a discussion of the wheat marketing situation the report says: "Persistent surpluses may indicate the necessity of bringing about some reduction in acreage sown to wheat, although as previously indicated we do not think this should be necessary on a permanent basis over a long period."

We feel that, among the several approaches, consideration should be given to the method of relating the initial price to a quantity determined by the storage situation and the prospects for disposal. Under this method, when surplus production is taxing storage facilities to the limit, farmers would know in advance that if there were another very good crop in western Canada, only a stated part of it could be delivered to the Board in the coming year. The balance would have to be stored on the farm or used for feed. If such a situation continued, farmers would tend to reduce their wheat acreage to some extent and thus achieve a better balance between supply and demand.

The Commission suggests that "in times of substantial surpluses" the Wheat Board should announce well before seeding time the amount of wheat for which it will guarantee a minimum price for the coming crop year. This price would apply only to the guaranteed quantity. Even if the Board later found itself unable to take delivery of the wheat it would still be required to pay for it. The quantity of wheat which the Board would guarantee to accept would be broken down into guaranteed delivery quotas for each farmer who held a wheat delivery permit. The Commission admits, however, that there would be considerable difficulty in working out quotas for individual farmers.

"Although fishing and fish processing account for less than 1 per cent of the total output of the Canadian economy and,

on an average throughout the year, provide employment for only about 1 per cent of the labour force, those figures considerably understate the industry's importance," the report says. It goes on to explain that the number of Canadians who get a substantial part of their livelihood from fishing, either part-time or full-time, is larger than the labour force figures suggest; that the industry is of dominating importance in certain parts of the country where there are few alternative sources of income; and that the industry draws largely on resources that are outside the territorial limits of Canada. It is also pointed out that about two-thirds in value of the output of the industry is exported.

Measures suggested by the Commission to help the industry include: collaboration with other countries in the removal or reduction of trade barriers, international efforts to conserve and manage fish stocks and to prevent encroachment, and continued biological and technological research by government and industry.

The Commission suggests that in Nova Scotia, New Brunswick and Prince Edward Island, where farm incomes are particularly low, the federal Government should help the provincial governments—if they and the people of the provinces are interested in participating in such a plan—"in working out a better system of land use, including the provision of credit facilities to finance the consolidation of holdings and the provision of assistance, financial and otherwise, to people who wish to be relocated and re-established in other industries".

With reference to farm price supports the report recognizes that "any measures which result in over-production of particular commodities would be damaging to the economy and to the interests of farmers themselves. We believe that the objective of a price support program for farmers

should be roughly the same as that of unemployment assistance to industrial workers, namely, to mitigate distress due to economic fluctuations," it says.

Later on it continues:

There are the difficult questions of how support prices should be determined and whether they should become effective according to the application of some automatic formula or in some other way. We believe that an effective price support program should be administered by a separate board, the members of which should be relieved of other duties. Such a board should be able to develop and assemble the information required for sound decisions. We believe that the determination of support prices on the advice of a full-time board would be preferable to the application of more or less automatic formulae.

Regarding the low statutory rates on grain carried by the railways, the report says: "It is with no little hesitation we have come to the conclusion that a short-run solution to this intractable problem will probably involve a new charge on the public treasury." The conclusion referred to is that instead of an increase in the rates on grain and other commodities of low value for their bulk the government should pay such a subsidy "as may be necessary to help meet rising railway costs and maintain the efficiency of the railway system".

The report suggests that since the large expenditures made on roads "are related in very large measure to the numbers, the speeds and the weights of the vehicles in operation... the owners of these vehicles should be required to pay an even higher percentage of the total costs involved than they are doing at the present time". It urges that taxes and vehicle licence fees should be adjusted so that the various classes of vehicles pay their fair share of the cost of the roads, having regard to the weight of the vehicles and the demands they make upon highways and bridges.

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## Farmers' Cash Income Rises 12.9 Per Cent in 1956

Cash income from the sale of farm products and from participation payments on previous year's prairie grain crops rose in 1956 to an estimated \$2,655,872,000, an amount 12.9 per cent above the preceding year's \$2,352,563,000 and 10.9 per cent above 1954's \$2,395,321,000.

The all-time high cash income, the Dominion Bureau of Statistics reports, was in 1952, when it reached an estimated \$2,849,300,000.

Supplementary payments made under the provisions of the Prairie Farm Assistance Act amounted to \$5,004,000 in 1956, to \$33,338,000 in 1955 and to \$2,427,000 in 1954.

# 39<sup>th</sup> Annual Meeting of the Canadian Construction Association

Outgoing President advises building industry to pay more attention to stimulating recruitment and increasing productivity of labour through improved training. Immigration no longer certain supply of manpower

Canada's construction industry was advised to give more attention to stimulating recruitment and increasing productivity of labour through improved training and machinery. The advice came from A. Turner Bone, outgoing President of the Canadian Construction Association, in his presidential address to the Association's 39th annual meeting in Toronto in late January.

Immigration should be increased, he said, but we can no longer look to other countries for the necessary supply of building tradesmen or labour.

In his address to the convention, Prime Minister St. Laurent expressed appreciation of the industry's efforts against winter unemployment.

The CCA Apprenticeship Committee noted some increase in contractors' interest in apprenticeship but said that the present situation was cause for something less than jubilation. The Labour Relations Committee expressed the opinion that Labour had shared fairly in the construction industry's prosperity in the postwar years. The Housing Committee advocated the calling of an early conference to discuss the provision of houses for those with an annual income of less than \$5,000.

A resolution approved by the delegates called for the establishment of a national joint board to settle jurisdictional disputes in the building and construction industry.

## Presidential Address

In spite of increases in the labour force in the construction industry in recent years, which have been "little short of phenomenal," more attention will have to be given to stimulating recruitment and making labour more productive through improved training and machinery in order to carry out future construction programs, said A. Turner Bone in his presidential address at the annual meeting.

"I think that it is fair to say that employers have given more attention to overcoming the shortage of materials than they have to the shortage of trained manpower," he continued.

"Canada's immigration program should be increased and the construction industry will benefit from the larger program indicated for this year, but the day has long passed when we can look to other countries to supply us with the necessary numbers of skilled mechanics, professional men or even heavy labour. Our schools—whether they be universities, apprenticeship centres or technical schools—need our help. A greater investment by employers both in terms of time and money in the training of others is an investment with 'growth' features."

He mentioned three main ways in which contractors could help to meet their responsibilities in this matter: by participating in the apprentice training program, encouraging the entry of recruits to the industry, and seeing that the boys receive proper training on the job; by promoting the establishment of short courses for the newer skills that can be learned in that way; and by helping the universities through the offer of summer employment to students, the granting of prizes, bursaries and fellowships, and in other ways.

Besides increased production of materials and machinery and a larger construction labour force, another means of enlarging the industry's capacity had been the greater resort to winter work, Mr. Bone said. His opinion was that in the past "the out-dated prejudice against construction carried out in the winter months" had seriously handicapped the industry in meeting the demands upon it, "quite apart from the unfortunate aspects of seasonal unemployment to members of our industry".

The President commended the efforts of the National Joint Committee on Winter-time Construction headed by Past President Raymond Brunet and the work of many local joint committees in combating "the outmoded notion that winter construction work is necessarily very expensive or of doubtful quality". He also spoke with appreciation of the efforts of the federal Government and certain other governments and other large purchasers of construction work to increase the size of their winter building programs.

On the subject of credit restrictions as an anti-inflation measure, Mr. Bone expressed doubts as to the effectiveness of, or justification for, such measures. He made it clear, however, that what he said on the subject represented purely his own personal opinions, although he said that he knew they were shared by many others at the meeting.

The housing section of the construction industry, he pointed out, had been the most seriously affected by the present credit situation. In some areas the volume had been cut in half. "It would be a pity if the credit squeeze counteracted all the good results obtained last year in reducing seasonal unemployment," he added.

"So far the volume of industrial building construction has not been seriously affected but the prospects for 1957 are questionable in the light of present controls," Mr. Bone remarked.

In speaking of the achievements of the construction industry in recent years the President commented on the new record for the volume of construction obtained in all eleven consecutive postwar years. The industry's 1956 program represented "roughly 20 per cent of Canada's gross national product" and gave direct employment to more than half a million Canadians.

"The construction program has therefore acted as the stabilizing backbone of Canada's postwar development and has also provided the physical assets for an expanded economy in the future," he declared.

### Prime Minister St. Laurent

Prime Minister St. Laurent, in his address to the convention, expressed the appreciation of the Government at what the construction industry had accomplished in overcoming the evil of winter unemployment.

"No longer is it considered as impossible, or exceedingly costly, to carry on most types of construction in the winter months, and I have been told that we now do in our country in winter what others would regard as impractical, and such extra cost as there is can usually be kept within acceptable limits if there is adequate preparation," he said.

The Joint Committee sponsored by the Association had rendered a valuable public service by its work in this matter, the Prime Minister said. He also mentioned the part played by the Department of Labour in giving a lead and in "making us all aware of the importance and the possibilities of finding a helpful solution".

The Government's experts in building research were working on the physical aspects of the problem and others were studying the economic aspects, he went on to say. The contracting departments were acting on the Cabinet's instructions that as much construction, repair and maintenance work as possible should be done in the wintertime.

"Even our treasury is co-operating by accepting some modest increase in costs," he continued. "I believe that other customers of your industry are conscious of the problem now—even the householder is being frequently reminded to get his work done in winter—and I hope we will all work together to overcome this obstacle which nature has set for us."

The Prime Minister urged the Association to strive for efficiency and "control of costs". He reminded the delegates that although the present might seem a poor time to bring up the subject when the demand for construction was so great, "this plethora of demand will not last forever. One of these years you are going to be looking for business and the lower you can keep your costs the more all the rest of us can afford to buy of your services when you will want most to sell them".

The Prime Minister said that he knew the prevailing shortage of mortgage funds and the consequent high rates of interest had brought concern to some contractors in connection with housing. Owing to the competition for funds from large borrowers for business projects the would-be house-builder was in much less favourable position when he tried to borrow money on mortgage than he had been a short time ago. He said he was confident that the raising of the interest rate on mortgages insured by Central Mortgage and Housing Corporation would assist in attracting to housing a larger share of the available investment funds.

He said, however, that one must not exaggerate the effect of any possible change. "The fundamental fact is the over-all shortage of savings to meet the total requirements for construction and other capital expenditure." But taking a longer view, Mr. St. Laurent predicted that "there will be a good supply of funds available for housing. The present shortage of funds is a reflection of what appears to be an abnormally intense phase of our economic development, which I would expect to see relax somewhat, back towards what we have experienced on the average during the past five years."

Even after allowing for a reduction in housing during the current year, estimated expenditures added up to a total some 12½ per cent higher than last year. About 5 per cent was accounted for by increased costs. But the remaining 7 per cent represented a real increase in volume, and it would "greatly intensify" the present shortages, with the result that "something will have to yield, either in the competition for funds to finance projects, or in the competition for labour and materials to carry them out," the Prime Minister said.

### Apprenticeship Committee

Although a noteworthy advance was made in the apprenticeship training program for the building trades in 1956, the situation should be viewed with reference to the future demands of the industry rather than by comparison with the past, the Apprenticeship Committee said in its report to the annual meeting.

Looked at from this point of view, the Committee remarked, "the total of some 7,400 registered apprentices for eight provinces is cause for something distinctly less than jubilation. The statement made by the CCA several years ago that the number of building trades apprentices should be doubled is unfortunately still a valid statement."

While, as the various apprenticeship programs develop, the interest of contractors is increasing, "time and time again, the lack of participation by many employers in apprenticeship training was cited at the Ottawa conference (of the National Apprenticeship Advisory Committee) as being the main roadblock to a larger program," the report said.

Lack of co-operation was sometimes encountered from the unions, but there were a number of instances where unions were taking more active interest in training programs. The headquarters of several unions had appointed apprenticeship directors, developed training manuals or allocated sizeable sums of money towards apprenticeship promotion.

It was stated that the electrician's union in Vancouver had declared its intention of taking the lead in starting a "labour-management-government training program, and offered the free use of its offices to train apprentices and improve standards among present electricians".

The electricians' union and the contractors in Kitchener had decided, the report said, to co-operate "in the formation of an apprentice council to which all new apprentices will be indentured. The council will be responsible for the entire training

program on the understanding that the apprentices should receive a wider and more varied course of apprenticeship. At the Lakehead the carpenters' union is trying to secure 100 carpenter apprentices by indenturing them to the Ontario Provincial Institute of Trades".

A report from Halifax was mentioned which said that "the local trade committees for the carpentry and electrical trades selected one class of apprentices in each trade, indentured them to the committee and are providing them with six months' pre-employment training".

Later the report declared:

A problem which is causing concern in almost all parts of the country is the lack of boys wishing to enter the painting trade. Recruitment is, generally speaking, very low and in some cases organized apprenticeship training has all but disappeared. . . . Recruitment in the mechanical and electrical trades presents a totally different aspect. There is a need for a greater number of apprentices but the existing numbers are high compared to the other trades.

The main reasons for this contrast were said to be that the mechanical and electrical trades were thought by parents and teachers to be growing and to offer good prospects, while, on the other hand, the painting trade had suffered from the "do-it-yourself" trend and from the increased use of factory painted products, new plastic material which do not need paint, and better, longer-lasting paints.

The results of a questionnaire which had been sent to local construction associations asking about their apprenticeship activities, the report said, had not been very encouraging.

In contrast with the general lack of interest of employers in the construction industry, the committee said that "the majority of industries and services have ambitions, aggressive recruitment programs. So that while there are plenty of boys available for training, there is great competition to get the 'bright boys', the ones who will be, in the case of the construction industry, the skilled tradesmen able to cope with the complex installations which are becoming increasingly common, and the future foremen and superintendents."

A report recently received by the committee stated:

Two or three years ago the construction industry could have the pick of the technical school graduates in our city, this is not the case now. Such companies as Bell Telephone, the public utilities, the motor industry and others requiring technicians have taken over. By showing a keen interest in the courses they have gained the trades' support; by showing an interest in the students themselves they have enlisted the students' interest in their companies. Last year, for the

first time, not one graduate from the electrical class went into the electrical construction field.

The report referred to the periodical meetings of the National Apprenticeship Advisory Committee as "a valuable medium for the exchange of information and views on apprenticeship".

The committee also drew attention to a survey being conducted by the Economics and Research Branch of the Department of Labour, on the recommendation of the delegates to the February meeting of the Advisory Committee, in three main fields of inquiry: the effects of technological change on the requirements for technicians and skilled men, the methods used to train skilled tradesmen in certain occupations, and the extent of vocational training facilities in Canada.

The federal Government's sponsorship of six-weeks' training courses for apprenticeship instructors at the University of Toronto, which will be continued this year, was also mentioned.

### Labour Relations Committee

The main developments in collective bargaining in 1956, according to the report of the Labour Relations Committee, were: an average increase in wage rates of rather more than 3 per cent—a somewhat higher increase than in 1955; more long-term agreements, with the majority running for two years; more frequent provision for deferred wage increases, as a development allied to the trend towards long-term agreements; establishment of additional welfare plans, mainly in Ontario cities; intensified activity by both teamsters' and operating engineers' unions; and greater frequency of jurisdictional disputes.

The report expressed the view that "it would be folly if either management or labour in the construction industry were to base their decisions at the bargaining table solely on conditions in the industry as they appear for 1957". It was necessary, the report pointed out, to keep costs at levels that will attract investments.

"It is worth noting that Labour has shared fairly in the benefits of the prosperity which the construction industry and Canadians generally have enjoyed in the postwar years," the report continued. "From 1946 to 1956, average wage rates for construction workers in the main trades in 11 key cities across Canada have increased by more than 90 per cent. In the same decade consumer prices increased by

51 per cent, so that construction workers have gained a substantial increase in 'real' wages."

The report expressed concern at the interpretation of the Income Tax Act "on the liability for income tax of those in receipt of board and travelling allowances" which had been given last July by the Department of National Revenue. The committee was of the opinion that "this liability for tax will increase construction costs and reduce mobility of construction workers," and that "by failing to recognize the special nature of the construction industry's operations it causes construction workers to be treated unfairly".

The Committee referred to the number of complaints that the Association had received about the federal Government's administration of the Fair Wages and Hours of Labour Act. The main complaints, it said, were "that wage schedules attached to tendering documents were being changed during the course of contracts and that some schedules were listing rates which were in excess of the preponderant rates being paid in the area". Representations made to the Department of Labour had so far been without effect, the committee said.

When the Association had been asked last year for its views on the question of whether supplementary unemployment benefit should be considered as "earnings" for purposes of entitlement under the Unemployment Insurance Act, the Association had contended that they should be considered as earnings. The Unemployment Insurance Commission ruled otherwise, the report pointed out. "It would appear that the precedent has been set for the integration of future plans with unemployment insurance," the Committee said.

"For several years the CCA has advocated that votes for strike action should be by secret ballot under the supervision of electoral officers or other public officials. The federal Government and some provincial governments have still not amended their labour legislation to make this obligatory," the report said.

### Housing Committee

The Housing Committee reported that 1956 was a record year for housing completions in Canada, with more than 135,000 dwelling units completed. This was a record in numbers and, owing to an increase in the average size and value of the units completed, it represented an even greater achievement than the figures indicated.

This total, however, the report pointed out, was swelled by a carryover of some 80,000 units under construction at the beginning of the year. During the year the number of starts of units of modest size fell off sharply, especially in the second half of the year. Consequently, even with a carryover into 1957 of some 70,000 units, it is freely predicted that the housing program will be reduced to about 100,000 units this year.

The industry had been advised to reduce the cost of houses in order to bring into the market families whose incomes had not so far allowed them to buy houses. The report pointed out, however, that wage rates were rising, installations becoming more expensive, land costs rising, services had sometimes to be provided which had before been borne by the local municipality, interest rates and general financing costs were higher, and standards of construction and planning controls were more stringent.

The report of the committee advocated the calling of an early conference with representation from government and the financial institutions to discuss the provision of houses for those whose annual income was under \$5,000.

## Resolutions

Negotiation with the Canadian Labour Congress and its affiliated unions in the building and construction industry, to provide for the establishment of national joint boards to settle jurisdictional disputes in the industry, was called for by a resolution approved by the delegates. Joint boards would also be established in each province.

The kind of jurisdictional disputes especially referred to were those which have been arising out of the use of new materials and the introduction of improved methods of construction. The complaint was made that such disputes have delayed the completion of many works, and that instead of decreasing the cost of building and construction they have resulted in increased costs.

The proposed national joint board would be composed of an equal number of appointees from Labour and Industry, with an independent chairman.

## Election of Officers

Tullis N. Carter, of the Carter Construction Co. Ltd., Toronto, was elected President in succession to A. Turner Bone, Montreal.

Harold J. Ball, Kitchener, Ont., and E. V. Gage, Montreal, were elected national vice-presidents.

Provincial vice-presidents elected were: Newfoundland and Nova Scotia, A. G. Sullivan, Halifax; New Brunswick and Prince Edward Island, A. W. Purdy, Moncton; Quebec, J. E. Harrington, Montreal; Ontario, F. C. Ainsworth, Toronto; Manitoba, J. J. Bernard, Winnipeg; Saskatchewan, J. P. Lord, Regina; Alberta, E. S. Sunley, Edmonton; British Columbia, W. F. Foster, Vancouver.

## Statement of Policy

The Canadian Construction Association's 1957 Statement of Policy and Resolutions approved at the annual meeting deals with certain matters of interest to Labour that were not contained in the previous year's statement. Most of these, however, are in substance covered in the summary of the Association's brief submitted to the federal Government after the conference (see below).

Questions dealt with include: proposal for a National Joint Board for the settlement of jurisdictional disputes in the construction industry, proposal for a Canadian Housing Conference, conditions in federal contracts regarding wage rates and working conditions, and credit restrictions.

One of the resolutions contained in the statement refers to the maintenance of existing housing. The resolution reads, in part:

That the Canadian Construction Association strongly urges the federal Government to give serious consideration to a third main point of housing policy, *viz.*, the restoration on a national scale of old, but still sound dwellings.

And further, that the federal Government be requested to encourage private industry, government departments, lending institutions and other interested bodies, to point their energies to this end, with the thought in mind that new residential construction cannot presently do the whole job of providing the Canadian population with "adequate" accommodation, particularly at a time when the capital demands of industrial and engineering construction are being felt so keenly.

# CCA Brief to Federal Government

A National Joint Board for the settlement of jurisdictional disputes in the construction industry was proposed in the Canadian Construction Association's submission to the federal Government following the Association's annual general meeting (see above).

The Association complained that disputes between trade unions as to which shall have jurisdiction over new construction methods and materials were becoming increasingly common in Canada. The delay occasioned by such disputes was prolonged by the necessity of applying for rulings to the Jurisdictional Disputes Board in Washington, D.C.

"Our attitude is that jurisdictional problems that arise on Canadian construction job-sites should be settled in Canada by people who are familiar with Canadian conditions, laws and customs," the brief stated.

The Association suggested that the National Joint Conference Board of the Construction Industry, which had met for a number of years under the auspices of the Department of Labour, should be reconstituted. The merger which had taken place between the TLC and the CCL, and the proposed merger between the CLC and the CCCL, the brief said, would make the revival of such a board opportune.

The CCA also recommended that a conference with representation from the various groups concerned, in which the Minister of Public Works and the President of Central Mortgage and Housing Corporation would participate, should be held as soon as possible to discuss the provision of houses for those whose annual income is less than \$5,000. The Association offered to act as host to such a meeting.

A conference of the kind was urged because, as the brief said, "the original intent of the National Housing Act of enabling people with modest incomes to own their own homes is not being realized under the present legislation and because of the vital importance of the actions of governments and the lending institutions in the housing program."

The brief was critical of the present policy of credit restriction, which, it pointed out, had most seriously affected the housebuilding section of the construction industry. The importance of correct timing of credit restrictions was emphasized.

It should be remembered that the main effect by actions influencing the volume of

construction is delayed in so far as employment is concerned. For example, the main demand for labour on sizeable buildings takes place five or six months after the work commences. Curbs imposed in the middle of the summer when the demand for labour and materials is highest will have their greatest impact in the following winter when the supply situation is at its best. Similarly there will be a delay before any relaxation of credit restrictions show their maximum effect on construction activity.

It is still too early to assess whether or not the recent increase to 6 per cent from 5½ per cent in the interest rate for National Housing Act loans will be effective in increasing the amount of investment funds allocated for this purpose by the lending institutions. One certain result of the increase in interest rates, however, will be an added average expense of \$900 to the homeowner spread over the life of the mortgage.

The brief admitted that the industry must produce well constructed and economical houses as cheaply as possible, but it referred to the difficulty of keeping down costs when "the saving of even \$1,000 in construction costs through new designs, materials and techniques may easily be wiped out by an increase in land cost or interest rate". It also pointed out that the tendency to require contractors to service the land instead of leaving the work to the local municipality, and the raising of housing standards, had tended to raise the costs of housebuilding.

The brief expressed appreciation of the efforts of the Department of Labour to help industry to expand the apprenticeship and vocational training program and to increase the amount of winter construction and employment. It also welcomed the recent announcement that the Minister of Labour had been authorized to negotiate new agreements with the provinces to take the place of the Vocational Schools' Assistance Agreements, and that \$40,000,000 had been set aside for grants.

"The Association has noted increasing interest in apprenticeship and related types of training by members of the industry, and is optimistic concerning further expansion in this training program," the brief said.

"Another field in which tangible results are being obtained through concerted joint action by the various interested parties is that of the promotion of wintertime construction," the Association said. "In this regard the example set by the federal Government in increasing the volume of

federal construction and purchasing in the winter months has been most commendable, as has its comprehensive publicity activities and assistance given to the national and local joint committees working towards the reduction of seasonal unemployment in the construction industry."

The Association complained that schedules of wage rates and other working conditions set up under Fair Wage legislation had "in a number of cases" been changed during the life of the contract, and that sometimes revised lists had been issued even before work on a project had begun.

While members of the Association support the general view of the legislation that fair wages should be required to be paid on all federal projects, the arbitrary fashion in which rates have in a few cases been established is in the Association's opinion unwarranted in the light of the "preponderant" rates of the locality.

It will also be appreciated that contractors who have been required to pay premium rates find it difficult to compete

on succeeding projects. We recommend that wage schedules be left unamended for a minimum period of six months and that local employers' groups be consulted in the establishment of the Government's fair wage schedules. It is understood that the Department of Labour is drafting a revised version of the underlying legislation and regulations, and the Association would appreciate the opportunity of expressing its views on any proposed changes.

The Association again urged that the use of secret ballots be made compulsory in trade union strike votes. Labour legislation in four provinces, it was pointed out, already requires this.

"A significant proportion of those engaged in construction operations in professional, tradesmen and labouring capacities are postwar immigrants," the brief said. The CCA recommended that the facilities of the Department of Citizenship and Immigration be used to the utmost to encourage an orderly program of selective immigration on a larger scale than took place in 1956.

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## Conference on White-Collar Workers

Convened by AFL-CIO Industrial Union Department to discuss status of white-collar workers and possibility of bringing them into the labour movement. Unions urged to aid in organization of white-collar bloc

The status of white-collar workers, their attitude or lack of it towards trades unionism, and the possibility of bringing them into the labour movement were discussed at a recent conference of the Industrial Union Department, AFL-CIO. Some 250 representatives of IUD-affiliated unions attended the Washington conference.

Addresses by top leaders of the labour movement, prepared papers on white-collar workers and their problems, and more than six hours of discussion from the floor were highlights of the conference.

IUD President Walter Reuther opened the conference by stating that the labour movement must aid in the imperative job of building unions among the white-collar workers.

He pointed out that it is of no use to "belabour the fact that there is a tremendous potential". The industrial unions must take on with renewed determination the job of breaking through in their own unions, and the whole labour movement must aid the "struggling unions who are trying to build a mass base in the white-collar field".

Mr. Reuther called for a broad public relations job, saying that such is necessary to "improve and cultivate the climate in which we will carry forward our organizational work. I believe that this will bear not only upon the unorganized but also with equal importance on the millions of people who are organized."

The job of IUD, said the Director, Al. Whitehouse, "is to make the white-collar worker understand that his interests and ours are one and the same".

Mr. Whitehouse stressed the hope that the conference would stimulate public as well as labour interest in the white-collar problem. He declared that the "millions of factory and store workers badly need a spokesman to call attention to their situation," that organized labour "is at the service of the white-collar employee" and is ready to work with him "for the mutual benefit of all concerned".

The IUD Director also pointed out that the areas separating the white collar from the blue are gradually becoming blurred and that "more and more the white-collar worker is the industrial worker of the

future. With automation and mechanization, the nature of the white-collar job is changing rapidly. For the same reason production is becoming a matter of pushing buttons. In many areas it has already become difficult to separate the process of record keeping from that of direct production."

IUD Secretary-Treasurer James B. Carey forecast that in 20 to 30 years from now few unions will be composed entirely of production workers.

"There is irony," he noted, "in the fact that the once-disdained white-collar workers are increasing rapidly, while the aristocrats of labour who once disdained them, the production workers, are decreasing in number. . . . Were it not for the rise in the number of white-collar workers there would be serious unemployment . . . today."

Mr. Carey felt that the rapid rise in white-collar employment must lead to the organization of white-collar workers, because of the changing nature of their jobs and because the "facts of life in our economy have forced the labour movement to re-evaluate the role of the white-collar worker".

In his paper on white-collar workers prepared for the conference, Stanley Ruttenberg, AFL-CIO Director of Research, stated that "the day will come when the white-collar workers will become the largest single organized group of workers in America. This may not come tomorrow, but come it will in the next great wave of union organization in America."

Mr. Ruttenberg gave a listing of white-collar occupations and statistics on the number of white-collar workers in the United States:—

1. The bank clerk, the sales clerk, secretary, nurse, movie star, engineer, the white-collar employee in a factory.

2. There are some 17½ to 18 million non-supervisory white-collar wage and salary workers. These can be classified as clerical, sales and professional. More than one in every three wage and salary earners (excluding agricultural, supervisory and domestic workers) in the United States are white collar. These make up some 35 per cent of the labour force. If supervisory, managerial and self-employed persons are included in the total, the white-collar percentage increases to 40 per cent of the non-agricultural work force.

3. Of the total number of white-collar workers, the largest single group is clerical. The 8,500,000 workers in this category account for 47 per cent of the total white-collar workers on a payroll. The professional and technical group (including the

self-employed, such as doctors and lawyers) add up to 5,000,000, or 28 per cent of the labour force, while sales workers number some 4,500,000, or 25 per cent of the total.

4. Clerical workers are mostly office workers, although many work elsewhere. Stenographers, typists and secretaries make up the largest grouping in the clerical group, roughly two million. About 750,000 are bookkeepers, 250,000 are cashiers, 300,000 to 400,000 each are shipping and receiving clerks, and 200,000 are office machine operators.

Of the sales workers, about two-thirds are retail clerks. However, almost a million are outside sales representatives for manufacturing, wholesale or other firms. In addition, some hundreds of thousands are insurance or real estate agents.

The professional and technical group appears to be the most varied. Teachers number 1,500,000 to 2,000,000; technical engineers of different types, 600,000; professional nurses, 500,000; and accountants and auditors, 400,000.

Government, in the United States, Mr. Ruttenberg emphasized, is the largest single employer of white-collar labour. "Some 7,000,000 persons—mostly white-collar workers—are employed by federal, state and local governments."

In conclusion, Mr. Ruttenberg noted that the white-collar world has changed considerably in the past few decades, but the "folklore of our time shows the white-collar worker equipped with brief case, ready to take off from suburbia in a well pressed suit to make the office at nine. . . . This myth is a reality for only a tiny minority of white-collar workers at the top of the scale. . . .

The economics of today's world, this reversal of the position of the white-collar and blue-collar workers, will lead white-collar workers to re-examine and eventually destroy the misconceptions that have kept them from joining unions.

An example of the trend in which the white-collar worker becomes a union member was given by James B. Carey, who noted that the American Newspaper Guild was organized because "professional prestige was phoney when it only served to conceal job insecurity". He believed newspapermen in organizing had decided that the day was past when employers could be allowed to pay off "in prestige".

Lois McKinstry, representative of the Retail Clerks International Association of Los Angeles, speaking on the "Wilting White Collar" told the conference that white-collar workers have gotten "title

rewards" while manufacturing employees have won "pay envelope rewards".

Democracy and human dignity go hand in hand. But unfortunately, many of the trappings of feudalism—which have been weakened if not eliminated in the plant—still prevail in the white-collar world...

Between the owner of the unorganized store and his employees, there is an unwholesome relationship which persists on a foundation of fear and insecurity. Even though the workers are apparently submissive to management, a one-sided conflict prevails unceasingly, in which the workers are on the losing side...

Mrs. McKinstrey asserted that this kind of relationship need not exist; that where white-collar workers have organized, equity has been partially or wholly restored. She pointed to her own local, which has 15,000 West Coast members and has won a wage scale of \$89 per week for grocery clerks with a year's experience, a 40-hour week, a pension plan, and other substantial benefits. She added: "We incorporated a \$4 hourly rate in a pharmacists' agreement for employees who were getting less than \$1 per hour in the early forties."

White-collar workers, she concluded, can be reached only by reaching the general public, "because the white-collar worker is sandwiched into our society and spread over our nation".

It would be a mistake to believe the oft-heard employer propaganda that "white-collar workers are somehow different; that they have different viewpoints, different desires, different wants and needs to those of the industrial worker," said AFL-CIO Secretary-Treasurer William F. Schnitzler.

He emphasized that all workers, including the white-collar worker, wants and needs a better life for himself and his family. He believed the propaganda to the contrary to be purely employer-sponsored, a propaganda that has to some degree been swallowed by the workers involved and by the general public, "as well as by some of the union movement".

Mr. Schnitzler pointed out that it is now an employer habit to grant a wage increase to the white-collar worker in plants every time the production workers' union negotiates a wage increase. "Each time," he noted, "the office workers involved fall a little farther behind the mainstream of American income."

He felt that office workers "are learning the hard way" and suggested that something must be done about the matter. He said:

The answer, it seems to me, is to re-examine our techniques; reappraise the task that lies ahead; dig in and do the job that

must be done if we are to bring union conditions and union protection to this big bloc of unorganized workers...

Once they realize what they are missing because they don't have union representation, these workers will come forward looking for unionism...

"I say to you with complete moral certainty," he concluded, "that we can do the job. What's more, I say to you, we are going to do the job."

"The union is the answer to the white-collar problem. There is no other," AFL-CIO Director of Organization John W. Livingston declared in his paper to the conference.

Entitled "The Answer for The White Collar Worker," his paper first examined the composition of the white-collar work force and its location in industry. He noted that of the 42,000,000 organizable workers in the United States, about 16,000,000 to 17,000,000 are organized in AFL-CIO unions and in other legitimate non-affiliated unions.

This leaves 26,000,000 to be organized. If our figures are correct, some 3,000,000 white-collar workers are organized out of a possible 16,000,000. Simple mathematics tells us that this leaves 13,000,000 such workers still to be organized.

This 13,000,000 happens to be exactly half of the 26,000,000 unorganized. Fifty per cent of the present organizing potential lies within the white-collar force.

Mr. Livingston pointed out that "through unionization, manual workers have equalled and surpassed general office workers in almost every consideration".

Touching on automation, as it affects the office worker, Mr. Livingston said:

Automation's entry into the production field has been a dramatic one. Automation in the office has been under way for some time and is every bit as pressing a problem. ... This means, through automation, many office workers face loss of their jobs with little support for a program of retraining in office operations calling for skills in excess of what they possess.

In an examination of the attitude of the white-collar worker, Mr. Livingston found that it has been influenced by "the notion that the traditional white-collar situation encourages, protects and advances his individual freedom and gives the greatest opportunity for his personal success..."

The white-collar worker finds himself in a contradictory situation. He has been led to believe that individual action is the key to personal achievement and happiness. His schools have fostered the idea; they have emphasized and glamorized the concept of personal success through personal effort...

But the white-collar worker is in a complex work society geared to collective, coordinated action. He will not escape from his dilemma until he discovers what the industrial and craft workers have already learned—that it is through group action and group identification that his personal interests can best be realized.

Despite many problems, Mr. Livingston felt, the plus factors in the picture today outweigh the negative.

Among the plus factors, Mr. Livingston cited the growing concentrations of white-collar workers in industry, finance, insurance and elsewhere; the growing acquaintanceship of white-collar workers in industry with unions because of the organization of production workers in the same plants and the "rising determination among all our unions that organizing must take place among white-collar workers".

We are on the threshold of great things. ... We may not make spectacular advances in a short period of time but, we are on the move. ... There will be no stopping until the white-collar worker has been organized, in every field, in every region, in every state and city in the land.

AFL-CIO President George Meany, addressing the conference, emphasized, as did other speakers, that the objectives of the white-collar worker are the same as those of the trade unionist: a decent living standard for himself and family, and a fair share of the good things in life. And, he added, "every unorganized person who works for wages we consider substandard is a menace and a potential threat to the conditions and standards that have been established by the trade union movement."

## Occupations of University Women—4

Final instalment of article based on replies to questionnaire sent by Women's Bureau to members of the Canadian Federation of University Women deals with office workers, the writing field, miscellaneous jobs

### General Office Workers

"Growing up in England, I attended university there, studying French, German, Latin and Modern History, and completed the R.A.M. and R.C.M. certificate in music. Then I took courses in shorthand and typing. My first job was as deputy chief of the complaints bureau for a large department store and, in the thirties, I did personnel work, staff training and some secretarial work. Then I went to South Africa where I spent four years as a secretary in an engineering firm and later worked as a secretary and traffic clerk for an international airline. During the next four years I was executive secretary for an African music society. I came to Canada in 1952 and have been working ever since as a secretary in an engineering firm."—*A married woman in her fifties who has found her skill in office work universally marketable, irrespective of geography or age.*

"Work in an office offered the only opportunity open to me when I graduated in 1930. I had completed my B.A. in history and economics, a teacher training course and a business course. Since 1931 I have been a stenographer with a number

of different employers."—*A woman with no particular liking for office work, whose choice of occupation was limited because of the Depression and who feels that it is now too late to make a change.*

"Employment in the sales tax division of a provincial government led me to enroll in a university faculty of commerce. I graduated with the M.Sc.Com. degree, did further study in agricultural accountancy and passed the examination for a Master of Accountancy. My work is the assessing of taxation returns of commercial, industrial and financial enterprises including the exchange of correspondence and personal interviews."—*A French-Canadian woman in her thirties who is enthusiastic about her work but, she states, is not accorded the same opportunity for advancement as a man having equivalent academic preparation.*

Nearly one-half of those in general office work who replied to the Women's Bureau questionnaire were either secretaries or stenographers. More than 80 per cent of the secretaries and stenographers were Arts graduates and about the same proportion had taken additional vocational training in

business subjects. One person had a Commerce degree, one a B.Sc. in business administration and one both a B.A. and a B.Com. A medical secretary had a B.A. and a bachelor degree in pharmacy. Only one person in secretarial work had completed graduate studies. Few persons specified their fields of study but, of those who did, economics was mentioned most frequently and then English.

Of the remainder, most were accounting clerks or bookkeepers; others were general office clerks and some were doing statistical, actuarial or supervisory work. A small proportion were service representatives for a telephone company, bank tellers, receptionists, and typists and switchboard operators, the majority of whom had a general Arts degree. One young woman currently employed as a bank teller was a B.Sc. graduate in plant sciences and had been "unable to enter the field of plant research in Canada".

About one-half of the accounting clerks and bookkeepers had a B.A. degree, the same proportion had taken vocational training in business subjects, and one-third had a B.Com. degree. One woman had degrees in both Arts and Commerce and two had completed graduate degrees, one in Arts and one in Commerce. Also, two of the women in this group were fully qualified professional accountants.

More than 80 per cent of those who were general office clerks had taken an Arts degree, a number majoring in Modern Languages. Only one-third, however, had taken vocational training. One person had degrees in both Arts and Commerce and one person had an M.A. A records clerk in a laboratory had a degree in Household Science. Because of the strain of teaching large and overcrowded classes, a small number had left teaching to go into general clerical work.

All of those doing statistical work had graduated in Arts. One woman had studied psychology and was working in a government health department; another had taken some medical studies and worked in a physics laboratory. Those doing actuarial work had specialized in mathematics. The women in supervisory work had completed vocational training in business administration in addition to their B.A. One graduate in Physical Education was office manager for a girl's camp.

### Participation of Married Women

While more than one-half of the women in the group were married, only a small proportion of the married women were

currently employed. These were fairly evenly distributed among all age groups and approximately equal numbers were engaged in full-time and part-time work. A married woman in her forties had taken part-time secretarial work in a church as soon as her children were old enough and had found it "rewarding". The wife of a doctor remarked that her part-time duties as secretary-treasurer for a group of doctors who had formed a company were "interesting and a welcome change from housework". A woman in her thirties who, prior to marriage and a family, had been a financial counsel had resumed employment with a chartered accountant and was herself working towards a C.A. qualification. A young graduate in English and French literature, still in her twenties, was employed as a receptionist, the only job she could get as a married woman.

Not many married women in the group indicate interest in future employment and few of those who do would return to general office work. Most of those who have future plans want to take either social work training or teacher training. Personnel work, radio work—particularly writing and reading stories for children—journalism, pharmacy and home nursing are also specified as desired areas for future study and work.

Those in smaller cities where there are fewer interesting jobs for women encounter special difficulty. "Openings for married women are restricted to the lowest category and it is difficult to obtain adequate pay," writes one of them.

### Salaries

About one-half of those who replied to the questionnaire are currently earning between \$2,000 and \$3,000. About one-quarter are earning from \$3,000 to \$4,000 and a few have salaries of \$4,000 to \$5,000. Among the women receiving these higher salaries are some in supervisory positions and a chartered accountant.

### Reasons for Choosing the Profession

The availability of general office work jobs rather than conscious choice was a factor for all age groups. Those women presently in their forties who had graduated in the depression years stressed availability in a negative sense. They made frequent references to the lack of alternative opportunities. While the replies of those in other age groups indicated a lack of direction in vocational choice, there was less of a sense of their having been forced into general office work.

Nevertheless, this was not always true. A young woman who had graduated with a B.Sc. degree in business administration and had a post-graduate degree in statistics had been the only girl in a class specializing in quality control. She had made the highest grade in her classes but found no company willing to hire a woman for this work. She ended up in a routine secretarial job.

Some daughters had a desire to know about and take part in the business world because their father owned his own business or was a businessman. Through him they had acquired an interest in office management, bookkeeping or secretarial work, which they had subsequently pursued. A number of the younger women had chosen general office work because of related experience in summer jobs.

### Difficulties

The lack of challenging work assignments, restricted opportunities for advancement and low pay were cited as difficulties encountered by these women. Many spoke of a sense of futility in being occupied in work where little or no use was made of their higher education. There was a strong feeling that the more complex and stimulating jobs are not given to women regardless of their qualifications and that this in turn limits their opportunities for advancement and, also, restricts them to the lower paid jobs.

A young legal stenographer with one child whose former position is still open and who would like to return to work states that it would be "economically unsound". Yet, two women had forsaken other professions for general office work because of better pay. A young widow with a family had been a social desk editor with a newspaper, "a most interesting and satisfying job but not sufficiently lucrative". As a general office clerk she was earning a better salary and had greater security of employment. A married woman in her twenties who was helping her husband while he completed graduate studies turned from nursery school assistant to more remunerative statistical work in an office.

### Satisfactions

In general, satisfactions for this group are not germane to the job. The pleasure of meeting people and working with fine associates is frequently mentioned. Many feel they have gained a better understanding of people. Others express pride in a job well done.

For a few, the responsibility of conducting a well organized office is both interesting and exciting. A woman with her B.A. in Modern Languages found it stimulating to conduct correspondence in three languages in her job with an insurance company.

## The Women in the Writing Field

"From the age of eight I intended to work on a newspaper. I grew up in a small prairie town where Nellie McClung was one of our neighbours. Immediately after graduating from the university I became a reporter and feature writer for an influential daily newspaper. Later on a university professor awakened my interest in the wider field of journalism, and I went into free-lance writing. Now for a number of years I have combined the teaching of journalism and the writing of a newspaper column."—*A woman past fifty who feels that she has been "particularly lucky in contacts with the public and among journalists"*.

"My work is to edit scientific bulletins on agricultural subjects in which I attempt to present technical information in readable form. I have the satisfaction of being able to combine my two chief interests, scientific agriculture and English language and literature. After taking my bachelor's degree in agriculture I spent two years as

a 'lab' technician in the pathology department of a large hospital, at the same time sharing in the management of a fruit farm. Later I did further study in English and also took a business course to get stenographic training."—*A young woman in her thirties who has found that "recognition in status and salary come more slowly to women than to men" in the fields in which she is interested.*

"Home influence was chiefly responsible for my interest in writing. Very few of my teachers were helpful but that might have been because I was not in tune with them. I majored in English at the university and during my last year was able to get some experience in newspaper reporting. I had also studied music and drama and for one year taught drama. Then I returned to news editing, including work in television. This latter medium attracted me. I persisted and am now a film script writer."—*A young woman in her twenties who feels that "some luck and a*

*lot of hard work" have helped her to win her way into satisfying work in the writing field.*

Among the women in journalistic and editorial work who replied to the Women's Bureau questionnaire, the majority are newspaper reporters, feature writers and columnists, including several career journalists. There are also a considerable number of editors of legal, scientific and historical journals and bulletins, some of whom are doing assistant editorial work including proofreading and layout. In the age group from 20-29 a new field of writing appears in the preparation of scripts for film and radio.

In their university work most of the group specialized in English, although in the younger age groups there are several who took a bachelor's degree in journalism. Among the older respondents other specializations occur, most of which determine the individual's field of writing. Several, for instance, are graduates in law. One person combines degrees in agriculture and science, another graduated in political science, one has a Ph.D. in philosophy, still another specialized in botany and is now a consultant in horticulture and gardening on the staff of a magazine. Psychology, history and general arts are also listed among basic studies. Several of the group have taken business courses, including stenography, and one respondent has special training in foreign language correspondence.

### Participation of Married Women

One-half of the respondents are married women and of these more than one-half are working at their profession. Most of them are engaged in free-lance writing in the form of articles on special subjects, scripts for radio and film or special columns for newspapers or magazines. One woman records special satisfaction in being able to continue in her profession after marriage, but there are several who as married women have met obstacles in the way of employment. One who after her marriage continued in an editorial position has had to relinquish it in order to devote more time to her family.

The broad interests and sense of civic responsibility often associated with experience in the writing field are exemplified in the fact that several of the married women in this group participate actively in community work as members of boards of health, education, and of public libraries. Most of these are not at present in gainful employment, but there are a few who are working who find satisfaction in this additional channel for their abilities.

### Salaries

The majority of the respondents in the writing field, irrespective of the particular type of work they were doing, were in the salary range from \$3,000 to \$4,000. The next largest number received from \$4,000 to \$5,000; their work tended to a higher degree of specialized editing in particular subject areas, or they were employed by larger, more influential newspapers.

One who edits reports for a business firm comments grimly that "it is generally acknowledged that a man doing similar work and carrying commensurate responsibilities would receive \$3,000 more in salary".

Positions that were paid in excess of these are in the range of \$6,000 to \$8,000 and include research as well as writing. One woman who combines university teaching with journalism receives between \$8,000 and \$10,000.

### Difficulties

Most of the women writers who responded to the questionnaire have encountered difficulty in securing recognition. One person writes that newspapers show "great reluctance to hire women as general reporters". Most women are assigned to writing in the sphere of women's interests and their salaries are lower than those of men in the journalistic field. Some respondents feel this to be justified because women tend not to remain long in the profession.

One person writes of the technical problems that arise in the editing of scientific material, which she finds as much a challenge as a difficulty.

### Sources of Satisfaction

Enjoyment of writing and a sense of gratification in having one's work published are sources of satisfaction common to this entire group. "I am always eager to see the paper as it comes from the press," writes one of the columnists.

In addition there are the personal rewards of meeting interesting people and of pursuing lines of investigation and research in subjects of current interest. Persons in editorial work comment on the satisfaction of presenting technical information in a field in which one has recognized competence. Several persons write of enjoyment in contributing to knowledge in their special fields, and those who do more creative writing find it a satisfying outlet. A sense of prestige associated with the profession and the feeling that one is making a contribution to the general understanding of life and of the world are also expressed.

## The Women in Miscellaneous Occupations

A variety of professions and occupations are represented among the remaining replies to the Women's Bureau questionnaire. None has a sufficient number of respondents to justify extensive treatment but the replies provide some illuminating reflections on the training, experience and reasons for occupational choice of women in fields of work in which comparatively few of the sex are engaged.

### Medicine

"A doctor's work is useful, interesting and stimulating and the results are appreciated," writes a doctor. In greater or less degree all of the group find richness in personal contacts with patients and other members of the profession, together with the rewards of working in a field of ever expanding knowledge and skills.

Anaesthesia, pediatrics and obstetrics, singly or in combination, are the main fields of specialization; several are in general practice, one in medical service with the CWAC. One of the three French-speaking Canadians in the group is a medical officer of health.

Eight are married, five of them in practice and all but one working full-time. An anaesthetist working on the staff of two hospitals is partner in a clinic with her husband, who is a surgeon. Two plan to take refresher courses in order to return to practice when their children are older. One regrets her inability to "combine work with marriage".

Most of the group, being self-employed, have not indicated their earnings; those who are in salaried positions received between \$5,000 and \$8,000.

Contact with persons in the medical profession, family members or friends, is the predominant reason given for choice of the profession.

### Veterinary Medicine

"Finishing my B.Sc. degree in the early 30's, because of the Depression I was unable to proceed as planned with the study of medicine. Veterinary "lab" work was available, and I took the job because I knew it would give me the opportunity to learn more science," writes a woman who later entered a veterinary college and completed the degree of D.V.M. After spending some time in a hospital for small animals, she established her own practice, which in the early 1950's yielded a gross income of \$6,000.

A second veterinarian, having graduated from the Veterinary College of Ireland, had already had some experience in the profession before coming to Canada. In this country she has studied veterinary public health and is now employed in that field, an unusual one for a woman. In the future she would like to "broaden her" experience by studying tropical veterinary public health".

### Pharmacy

The replies to the questionnaire suggest pharmacy as another field sometimes chosen as an alternative to medicine because of inability to undertake the longer course of study. Four of the seven pharmacists had entered the profession for that reason. Several had family connections with the pharmacy business; for instance, one woman writes that the first job she had was in her father's drug store, and that experience helped to determine her choice.

The group includes one hospital pharmacist and one woman who before her marriage had been a demonstrator and instructor in pharmacy in a school of nursing. The work experience of all the others has been in commercial dispensaries.

There is general agreement that pharmacy provides "pleasant work for a woman" but one woman comments "many customers still have more confidence in a man filling a prescription. When they hear a woman's voice in the dispensary they ask for the druggist."

A young French-Canadian woman who is on a hospital staff prefers that field to business. She feels that she is "more able to keep informed about new drugs and their effects, both favourable and unfavourable". Also, she finds satisfaction in the closer contacts with patients and enjoys a sense of team work with other hospital staff.

Current salaries reported are all in the range of \$3,000 to \$4,000.

### Occupational Therapy

"My first job was in a hospital working on a program of occupational therapy for psychiatric geriatric patients. It was a wonderful experience. Six months' treatment put many of those bed-ridden men back into part-time work. After other hospital and clinical experience in the treatment of polio and cerebral palsied children and adults, I am now in charge of occupational therapy in a large hospital where I also lecture to student nurses and internes."

This young woman, not yet thirty, finds occupational therapy "vital work and a challenge". Her interest in people and enjoyment of handicrafts combined to determine her choice of profession. After one year in arts and science she took the course in occupational therapy, later spending a year in an American university and some months in Paris at the Sorbonne. She has had advanced work in ceramics and metals. In the future she plans to take up the rehabilitation of blind, paraplegic and disabled housewives.

A second occupational therapist, who after graduation spent some years in the business world, found she wanted more creative work. She spent a year in the handicraft department of an agricultural college and became a handicraft technician on the extension staff of a provincial department of agriculture, where, working through Women's Institutes, she taught crafts to rural women. Later she took the opportunity to spend a year in the Far East doing recreational and welfare work under Red Cross auspices and is now teaching crafts to patients in a tuberculosis sanatorium.

Both these women are enthusiastic about their work and emphatic about the need to keep abreast of developments in the field of therapy. Their salaries fall between \$2,000 and \$4,000.

### Speech Therapy

Graduate studies in speech therapy and correction have given two of the respondents preparation for work in that field. One, after several years of teaching and experience in a mental health clinic, has recently set up a private practice. The other is on a clinic staff.

Their interest in the field was awakened in encountering children with speech defects. Both agree that there is need of much more public understanding of "this new profession".

Their earnings are in the range from \$4,000 to \$5,000.

### Dentistry

Private practice engages the two dentists who replied to the questionnaire. One specializes in work for children 18 months to 15 years of age; the other follows a long line of dentists, her grandfather and her father both having been in the profession. Both express satisfaction in their studies and in their practice, especially in work with children.

### Sales Promotion and Advertising

"Advertising gives more scope for initiative, imagination and personal endeavour than almost any other aspect of business," writes an enthusiastic graduate of the depression years who specialized in accounting and business administration. She adds: "Sales promotion of most commodities must be slanted towards women buyers and it is accepted, therefore, that women are needed in advertising."

Several of the group are working close to their special fields of interest. For example, a musician for a music publisher and a former journalist for a publishing firm. On the other hand, a graduate in Economics and Sociology with a background in industrial relations is copywriter for a cosmetics firm. Several with a general Arts degree are producing advertising material for large retail establishments.

### Selling

Home economics graduates predominate among those in the field of selling; clothing and cosmetics are the chief products, with some dealing in household appliances. One older woman has been selling real estate for the past three years. She had graduated in Classics and spent a brief period of high school teaching, followed by a wide variety of experience including the directing of 4-H clubs, the counselling of prospective immigrants to Canada, selling life insurance, organizing a film library and working as a "welcome wagon hostess". She has "enjoyed every job, met many people, travelled widely and provided needed services for others".

The highest current salary among those reported in the selling field is between \$4,000 and \$5,000.

### Private Business

"My father had his own fire insurance business and when he died I took over," writes a graduate in English literature and psychology. She also had taken a course in business college and the university extension work given in co-operation with the Canadian Credit Institute, as well as having had considerable experience in office management and accounting.

The inheritance of a business from father or husband is a familiar pattern among the respondents who are in private business; all had either "grown up in a business atmosphere" or had worked in the field.

A number, however, have developed a business on their own in the sale of women's "ready-to-wear", children's clothing and a variety of services, for example, a travel

agency, a credit bureau and a motel. One, after completing her B.A. degree, worked in the personnel field and later graduated from the Radcliffe Management Training Program of Harvard University. Three years ago, with her husband's encouragement, she established a placement service for women, in which operation she now employs three other persons.

Enjoyment of independent enterprise marks this group. Several have met "a reluctance to take women seriously" in business, which necessitates extra effort on their part. By far the majority of the group are married women.

### Personnel Work and Counselling

Counselling and selection work for the Civil Service, personnel work in industry and business and the counselling of university students occupy the respondents in this growing field of work for women.

Most of the group had majored in psychology in their undergraduate work. Several have had teaching experience, and personnel selection in the women's Services during the war contributed to the background of one person. Both teaching and office work awakened in different individuals a conviction regarding the need and possibilities of job counselling.

Research in the field of aptitude testing has been a major source of interest for several in the group.

Salaries are chiefly in the range of \$4,000 to \$5,000, some higher, in the range from \$6,000 to \$8,000, and a few in the range from \$3,000 to \$4,000.

### Law

"My family were always interested in the nation's life at various levels of government, and I therefore took naturally to the study of law," writes one of the lawyers who replied to the questionnaire. Both father and husband of another respondent were lawyers. Still another, after a period in the army, studied law and went into private practice with her husband.

In addition to women who have been or are in full or part-time practice, the group includes a legal officer in a firm which deals with matters of general corporate practice for a group of companies.

One woman with British background has found "difficulties due to 'her' sex in Canada. In England," she writes, "women are more generally accepted in the legal field."

There is no marked emphasis on difficulties, but one person mentions a sense of frustration that comes from inability really to share the problems of one's clients.

### Economics

Governments are the chief employers of the economists who answered the questionnaire. None is under thirty and for several an interest in economics was awakened by the problems of the depression years. Two have done research in economic affairs in various parts of the world. One woman, a post-war immigrant, who has a special competence in the field of international trade relations, is employed in a minor position in business.

As women in a field predominantly male, several have felt a degree of discrimination. There is a certain breadth of outlook, however, in their satisfactions. "Interest in foreign trade prevents insularity," writes one person and most of the group have found it stimulating to study economic conditions both within Canada and in the international arena.

Several are married women who are carrying on research and study at home or working on special short-time assignments.

The highest salaries were in the range \$6,000 to \$8,000. Several were earning between \$4,000 and \$5,000.

### Engineering

A consulting engineer "specializing in design, stress analysis and development work" with a long and successful career in engineering is one of the respondents. At an early age she became interested in radio and decided to go in for radio engineering. After graduation she worked with a company that changed from automobile engineering to aircraft; she changed with the company, taking graduate studies to learn more about this newer field. She writes that she has had "all the problems that every man or woman meets in industry" but has enjoyed achievement and a good livelihood—an income now over \$10,000.

A chemical engineer who replied has had a similarly rewarding experience. At present occupied with her family, she plans to take refresher courses and return to work when her children are independent of her.

### Citizenship Affairs

Post-graduate study abroad in international relations prepared one respondent for responsible and rewarding work in the receiving and placement of refugees and the organizing of channels for the social and cultural education of Canadian citizens. Her interest in international questions stems from the influence of a history professor in the university where she did her undergraduate work.

## P. E. I. Rehabilitation Council Formed

Representatives from 19 agencies and organizations directly interested in rehabilitation attend meeting last month at which Walter Baker was installed as chairman. Rehabilitation conference held in N. B. also

Thirty-two representatives from various groups interested in rehabilitation attended two sessions of the newly formed Prince Edward Island Rehabilitation Council on February 7. The representatives came from 19 agencies and organizations that have a direct interest in the rehabilitation program.

After opening remarks by the Hon. Forrest Phillips, Minister of Welfare and Labour, Council officers were installed. They were: Walter Baker, Chairman; Brig. W. W. Reid, Secretary; and Dr. L. W. Shaw, Dr. P. A. Creelman, Rev. Sister Mary Henry and Miss I. Arsenault, executive members.

R. N. Meilleur, Assistant Co-ordinator of Rehabilitation, Department of Labour, Ottawa, introduced the film "Call It Rehabilitation". This film, produced for the Department by the National Film Board, is expected to do much to further interest and action towards rehabilitation across Canada.

### Rehabilitation Conference at Fredericton

Various aspects of the problem of re-establishing handicapped persons in employment for which they are fitted were discussed at the provincial Rehabilitation Conference held in Fredericton, N.B., on February 9. More than 90 persons attended the one-day conference.

G. Wilfred Grandlemire, Provincial Co-ordinator of Rehabilitation, reviewed the development and progress of the rehabilitation program since its establishment in 1954.

Dr. V. M. Zed, Saint John, was Chairman of a panel discussion on the medical aspects of rehabilitation, members of the panel being Dr. H. O. Tanning, Dr. J. A. McLaughlin and Dr. G. E. Maddison, all of Saint John, and Dr. A. F. Torrie, Fredericton. Dr. Zed is Chairman of a group of physicians organized more than a year ago to assess the medical qualifications of applicants for assistance in re-establishing themselves in life, after being confined to hospitals or sanatoria for one reason or another.

J. W. McNutt, Fredericton, Director of Vocational Education for the province, gave a review of the part his branch of the Department of Education is playing in the over-all rehabilitation program and of the services it provides for handicapped persons.

One of the major problems in the work of rehabilitation, that of finding positions for those who have been afflicted with mental illness, was dealt with by A. C. Ross, Regional Supervisor of Special Placements for the National Employment Service, Moncton.

The conference concluded with a dinner at which the guest speaker was Ian Campbell, National Co-ordinator of Civilian Rehabilitation. He told the meeting:

The progress made in New Brunswick in rehabilitating disabled persons during the last three years is every bit as good as that made elsewhere in Canada and, in proportion to population, is as good as that made in any one of the United States after a rehabilitation program had been in operation 25 years.

Rehabilitation is a noble work. It seeks to heal, not to hurt; to build up, not to destroy; and it seeks to extend to the disabled of this or any country the opportunity which is their birthright.

In Canada a year or so ago, Mr. Campbell reported, there were 960,000 people with serious permanent disabilities. Of these, approximately 236,000 were "very seriously disabled". Of this latter number, one-half were in the working-age group, although only 50,000 were employed. Many of these persons, he said, can be salvaged for employment, as they have disabilities that can be helped by surgery or by special exercises or training.

The whole rehabilitation program which has been carried on in Canada since a national conference on the problem in 1951, is, the speaker said, economically sound. Of the first 631 rehabilitation cases reported, all had been dependent upon their families, governments or institutions, and they had about 200 dependents as well. All are capable of being reinstated in jobs, and the 631 people will, in the first year of their employment, earn \$1,200,000.

# Canada to Ratify U.N. Convention

Canada will ratify United Nations convention on political rights of women. U. S. research group stresses fallacy of popular assumptions about employment of women. Top civic jobs opened to Vancouver women

Canada will support the United Nations' convention on the political rights of women. The instrument of ratification will be forwarded to the U.N. Secretary-General at New York, it was announced last month by the Canadian delegation to the 11th session of the U.N. General Assembly.

The convention was adopted in 1952, at the 7th session of the General Assembly, and came into effect July 7, 1954. Canada was the 25th country to approve and ratify the convention. Eighteen other nations have approved the convention but have not yet ratified it.

\* \* \*

Before refusing to employ women, or relegating them only to positions considered within their "normal" province, says the Research Institute of America, the fallacy of the following assumptions should be considered.

1. Women are better able, temperamentally and physically, to perform routine jobs.

2. Women cannot perform mathematical and technical jobs as well as men.

3. Women are not as strong as men.

4. Women are absent from work more often than men.

5. Women do not stay on the job long enough to warrant a heavy investment in advanced training.

6. Women create tension and jealousy when they are placed in departments formerly staffed by men only.

7. It just does not pay to hire women for men's jobs.

"Clearly," the report notes, "there are some extra costs and special problems involved in hiring women, yet there are thousands of companies of all sizes which find that they can cope with these difficulties, and have records to prove that they can still employ women profitably."

Most important, these companies brag that, despite drawbacks that they are quite willing to grant, efficiency of women on their payrolls mounts steadily.

The Institute feels that in today's tight labour market, few companies can afford to ignore any available pools of manpower, and that too many firms still

continue to resist and restrict the employment of women who, in many cases, form the only significant reserve of manpower.

The institute's report appears in the January 1957 issue of *The Management Review*.

\* \* \*

A significant step in according women equal rights to men was taken in Vancouver, when city council passed a resolution from the board of administration that will make eligible for appointment to top city hall jobs "women who have more than 15 years' continuous service".

The move extends recent city hall policies giving married women the right to become permanent employees, and equal pay for equal work.

\* \* \*

Due to growth of the population, says U.S. Secretary of Labor James P. Mitchell, more than five million women over and above the present number will be available to the labour force by 1965.

He predicts that they will find expanded opportunities for significant work in the professions, in industry, and in most other occupational fields.

Mr. Mitchell advises that "women who wish to work should prepare themselves diligently now for the opportunities of the future, and that they, in turn, have a right to expect the assistance and sympathy of industry, the government and the community," in attaining their goals.

\* \* \*

Some difficulties encountered by older women seeking employment are described in ILO reports as follows:—

Traditional reservations and prejudices of employers on such subjects as effects of age on efficiency, adaptability, accident proneness and the aesthetic factor, arbitrary age limits, problems of pension schemes, greater longevity as a factor by itself.

The reports suggest that employment services, to counteract these items, can make extended and more careful placement effort, backed up with good vocational guidance, and that vocational training should not be confined to younger workers, as it generally is today.

## 50 Years Ago This Month

**Bell Telephone operators in Toronto strike over Company's proposal to lengthen hours of work. Deputy Minister of Labour W. L. Mackenzie King is member of royal commission appointed to inquire into dispute**

On the last day of January 1907 the operators of the Bell Telephone Company in Toronto began a strike against a change in working hours that the Company planned to put into effect on February 1, a change from a schedule of five hours a day—which the Company claimed was an experiment that had proved to be a failure—to one of eight hours. An account of the dispute is given in the *LABOUR GAZETTE* for March 1907.

The employees maintained that the new hours would cause a strain that would be injurious to health. When, towards the end of January, each employee was given the option of signing a statement accepting the new hours or of resigning his job, the employees went out on strike.

In response to an appeal by the mayor of Toronto, the Minister of Labour, Rodolphe Lemieux, sent the Deputy Minister, W. L. Mackenzie King, to Toronto to try to settle the dispute.

After Mr. King had made an unsuccessful attempt at conciliation, the Minister of Labour, on Mr. King's recommendation, induced the Government to appoint a royal commission to inquire into the matter. The commission consisted of Mackenzie King and John Winchester, the latter a judge of the county court of York County.

On the institution of this inquiry, a large number of the employees applied to be allowed to return to work, and were immediately re-engaged. The Company, however, refused to take back some of the strikers, and retained some of the relief operators it had brought to Toronto from other cities in anticipation of the strike.

In the inquiry that followed it was brought out that the Company had not explained to the employees that the new eight-hour system included relief periods and a reduced pressure of work compared with that which had been in force under the five-hour system. The Company admitted that eight hours under the same pressure as before would have involved an excessive strain on the operators, and it finally agreed to take back all its former operators at the slightly increased salaries that their former positions would have

entitled them to under the eight-hour system.

On February 18, after the inquiry had been going on for two weeks, during the course of which about 70 witnesses had been examined, the Company agreed to institute a working day of seven hours. Under this arrangement, the work was not to continue for more than two hours without an intermission of at least half an hour, and a regular schedule of work periods and intermissions was established. It was also agreed that the pressure of work should be moderate.

A committee of the operators apparently agreed tentatively to this arrangement, but they contended that, although an improvement on the former five-hour schedule, the seven-hour arrangement would still involve too great a strain on the operators. They asked the commission to consider and pronounce upon this matter in making its report.

(This commission subsequently issued a 102-page report, which was summarized in the *LABOUR GAZETTE* of October 1907. Among the commission's recommendations were the following: the appointment of a commission of medical experts to inquire into the physical effects of their occupation on telephone operators; adoption of a new schedule of hours involving six hours' work, with relief periods, to be spread over from eight to eight and three-quarter hours; overtime to be entirely prohibited; no young women to be engaged as telephone operators until they had passed a physical examination; improved ventilation of the operating room; changes in the apparatus employed and in the seats used by the operators to increase the comfort and convenience of the employees; and the establishment of a permanent board of conciliation, composed of representatives of the Company and its employees, to deal with any future dispute.)

A table giving the nationalities of home-steaders who had taken up land in the Prairie Provinces and British Columbia in January 1907, published in the *LABOUR GAZETTE*, showed that out of a total of 1,111, Americans were in the lead with 275, English came next with 159, while Canadians from Ontario numbered 152.



## Montreal LMPC Marks 10th Anniversary

For the past ten years the labour-management committee at Therien Frères in Montreal has been very useful in helping to improve production techniques, and also in helping to organize social and educational projects among the employees.

The committee recently celebrated its 10th anniversary with a banquet. Speaking of the committee, G. A. Gagnon, President of the Federation of Printing Trades of Canada (CCCL), the bargaining agency, said:—

“Ten years ago Therien & Frères established a ‘Goodwill Committee’ (i.e., a labour-management committee). When this committee was set up the unionized employees found themselves called upon to benefit from the progress to which they had contributed in the past. In the interest of all concerned a charter of mutual co-operation was drawn up to increase employee-employer teamwork.

“The success of the committee was at first more or less ordinary, but co-operation between the parties increased. Our Federation now recognizes not only that it has developed but also that it has drawn nearer to the spirit of a labour-management committee.

“We must continually remember that consultation depends on several fundamental requirements: employers and employees must realize fully that a labour-management committee is a two-sided affair. It is not an exaggeration to say that consultation will fail if one of the parties expect to gain from the other more than it is willing to give itself.

“Labour and management must also make certain that they understand one another thoroughly. They must make an effort to gain a clear understanding of the facts, opinions and subjects which their consultations bring out.

“The Federation of Printing Trades of Canada has nothing but praise for the wonderful experiment made and the results obtained by the ‘Goodwill Committee’ at Therien & Frères, and it cordially congratulates both employer and workers on the success achieved.”

The President of the Company, J. Alex Therien, echoed Mr. Gagnon’s sentiments when he said: “It is encouraging to note that we have attained a splendid level of achievement in our labour-management relationship. To day we can consider the success of our organization as an accomplished fact.”

## Co-operation on St. Lawrence Project

Labour-management co-operation was the subject of a recent editorial appearing in *St. Lawrence Power*, publication of the St. Lawrence Power Project Labour Relations Association. Noting that the subjects of labour-management co-operation and good relations receive much comment, *Power* said:—

“How often is labour-management co-operation ‘written in’ to the extent that it is accepted as normal in the daily routine of the job? Not too often, it is feared.

“A start has been made on this project. At the year-end meeting of the union and management groups there was talk of labour-management co-operation, of harmonious relations and of a living and working partnership. But these were not mere platitudes in this case. It was pointed out that these things were coming to the stage where they are ‘written in’, where they are expected as part of the relationship between labour and management on this job. Evidence of the growing labour-management co-operation of the practical every-day type is found in the project-wide safety program, the charitable and benevolent fund, recreational association, the newspaper *Power*—all of these and others are the result of joint development and responsibility by labour and management.

“A start has been made. There is a great deal of room left for further development and it will all come in good time. The heartening fact is that progress is being made and in the construction industry the St. Lawrence Power Project is among the leaders in the field. The benefits of an improved labour relations climate have already been felt on this job.”

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued one certificate designating a bargaining agent, ordered three representation votes, and rejected one application for certification. During the month, the Board received seven applications for certification, allowed the withdrawal of one application for certification and received one application for revocation of certification.

### Application for Certification Granted

International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, Local 698, on behalf of a unit of office and sales staff employed by British Overseas Airways Corporation at Montreal and Dorval, Que. (L.G. Jan., p. 59).

### Representation Votes Ordered

1. International Union of Mine, Mill and Smelter Workers, applicant, and Faraday Uranium Mines Limited, Bancroft, Ont., respondent, with the name of the applicant only on the ballot (L.G. Jan., p. 60) (Returning Officer: F. J. Ainsborough).

2. Brotherhood of Locomotive Engineers, applicant, Wabash Railroad Company, respondent, and Brotherhood of Locomotive Firemen and Enginemen, intervener, with the names of the applicant and intervener on the ballot (L.G. Jan., p. 60) (Returning Officer: F. J. Ainsborough).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Westmount Moving and Warehousing, Limited, Montreal, respondent (L.G. Feb., p. 175) (Returning Officer: R. Trépanier).

### Application for Certification Rejected

The United Steelworkers of America, applicant, and Faraday Uranium Mines Limited, Bancroft, Ont., respondent. The Board rejected the application for the

reason that it was not supported by a majority of the employees affected (L.G. Jan., p. 60).

### Applications for Certification Received

1. International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Grain Workers Local No. 333, on behalf of a unit of elevator department employees employed by the Saskatchewan Wheat Pool at Vancouver (Investigating Officer: D. S. Tysoe).

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of galley personnel employed aboard vessels operated by the Canadian Pacific Railway Company, British Columbia Coast Steamship Service (Investigating Officer: G. R. Currie).

3. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of electrical mechanics and electronic technicians employed by Canadian Pacific Air Lines Limited, at Vancouver International Airport, Sea Island, B.C. (Investigating Officer: G. R. Currie).

4. International Longshoremen's and Warehousemen's Union, Local 504, on behalf of a unit of deep-sea longshoremen employed in the Victoria, B.C., district by Empire Stevedoring Co. Ltd., Canadian Stevedoring Company Limited, and Western Stevedoring Company Limited, as represented by the Shipping Federation of British Columbia (Investigating Officer: D. S. Tysoe).

5. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of grain locker maintenance employees employed by Empire

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Stevedoring Co. Ltd., at Vancouver (Investigating Officer: D. S. Tysoe).

6. International Longshoremen's and Warehousemen's Union, Local 512, on behalf of a unit of dock machine operators employed by Empire Stevedoring Co. Ltd., at the Canadian Pacific Steamships Docks, Vancouver (Investigating Officer: D. S. Tysoe).

7. Building Service Employees' International Union, Local 244, on behalf of a unit of building service employees employed by the Canadian Broadcasting Corporation at Vancouver (Investigating Officer: G. R. Currie).

#### Application for Certification Withdrawn

International Brotherhood of Electrical Workers, Local 213, applicant, and Canadian Pacific Air Lines Limited, Vancouver

International Airport, Sea Island, B.C., respondent (L.G. Feb., p. 176). The application was later re-submitted (see above).

#### Application for Revocation of Certification Received

During January, the Board received an application for revocation of certification affecting Emilien Beaulieu, *et al*, applicants, and St. Maurice District Radio Employees' Union, respondent, and the Shawinigan Falls Broadcasting Company Ltd., Shawinigan Falls, Que., respondent. The application was for revocation of the certification issued by the Board on April 14, 1955, to the St. Maurice District Radio Employees' Union in respect of a unit of employees of the Shawinigan Falls Broadcasting Company Ltd. (L.G. 1955, p. 654).

#### Scope and Administration of Industrial

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

#### Relations and Disputes Investigation Act

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territories of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch of the Director of Industrial Relations and staff are situated in Ottawa.

# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:—

1. Cayuga Steamship Company Limited, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough).

2. Empire Stevedoring Company Limited, and Local 512, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

3. Robin Hood Flour Mills, Saskatoon, and Local 342, Flour and Cereal Workers Division of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

4. National Harbours Board, Halifax, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. T. Cochrane).

## Settlement Reported by Conciliation Officer

Cadwell Marine Limited, Niagara Falls, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G. Jan., p. 63).

## Conciliation Board Appointed

Radio Saguenay Limited (Station CKRS), Jonquière, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Trépanier) (L.G. Oct. 1956, p. 1272).

## Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in December to deal with matters in dispute between the Eldorado Mining and Refining Limited (Beaverlodge operations), Eldorado, and International Union of Mine, Mill and Smelter Workers, Local 913 (L.G. Feb., p. 176) was fully constituted in January with the appointment of His Honour Judge H. F. Thomson, Regina, as Chairman. Judge Thomson was appointed by the Minister in the absence of a joint recommendation from the other two members, S. H. McCuaig, QC, Edmonton, and Leo Nimsick, MLA, Kimberley, who were previously appointed on the nomination of the Company and Union respectively.

2. The Board of Conciliation and Investigation established in December to deal with matters in dispute between the Dominion Shipping Company Limited and Seafarers'

International Union of North America, Canadian District (L.G. Feb., p. 176) was fully constituted in January with the appointment of His Honour Judge W. S. Lane, Picton, as Chairman. Judge Lane was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron and Colin Gravenor, both of Montreal, who were previously appointed on the nomination of the Company and Union respectively.

3. The Board of Conciliation and Investigation established in December to deal with matters in dispute between the Algoma Central and Hudson Bay Railway and Brotherhood of Railroad Trainmen (L.G. Feb., p. 176) was fully constituted in January with the appointment of His Honour Judge Walter Little, Parry Sound, as Chairman. Judge Little was appointed by the Minister in the absence of a joint recommendation from the other two members, I. A. Vannini, QC, Sault Ste. Marie, and Senator Arthur W. Roebuck, QC, Ottawa, who were previously appointed on the nomination of the Company and Union respectively.

## Board Reports Received during Month

1. Canadian Broadcasting Corporation, and Canadian Wire Service Guild (Local 213, American Newspaper Guild) (L.G. Oct. 1956, p. 1272). The text of the report is reproduced below.

2. Polymer Corporation Limited, Sarnia, and Local 16-14, Oil, Chemical and Atomic Workers' International Union (L.G. Dec. 1956, p. 1545). The text of the report is reproduced below.

3. Canadian Pacific Railway Company (Eastern, Prairie, and Pacific Regions) and the Brotherhood of Locomotive Engineers (L.G. Dec. 1956, p. 1546).

## Settlement Following Board Procedure

Canadian Pacific Air Lines Limited, Vancouver, and International Association of Machinists, Canadian Airways Lodge No. 764 (L.G. Sept. 1956, p. 1136).

## Strike Action Following Board Procedure

Canadian Pacific Railway Company (Eastern, Prairie, and Pacific Regions) including Quebec Central and Dominion Atlantic Railway, and Brotherhood of Locomotive Firemen and Enginemen (L.G. June 1956, p. 684).

## Settlement Following Strike Action

Canadian Pacific Railway Company  
(Eastern, Prairie, and Pacific Regions)  
including Quebec Central and Dominion

Atlantic Railway, and Brotherhood of  
Locomotive Firemen and Enginemen.  
Certain issues in dispute were referred to  
a Commission established under Part I of  
the Inquiries Act (L.G. Jan., pp. 5, 6 & 7).

# Report of Board in Dispute between

## Canadian Broadcasting Corporation and Canadian Wire Service Guild

This is the report of a Board of Conciliation appointed by you on or about the fifth day of September 1956 to attempt to resolve certain issues which have arisen between the Canadian Broadcasting Corporation and a group of its employees, some 115 in number of whom approximately 80 per cent are located in Toronto or Montreal, represented by the Canadian Wire Service Guild, who staff the news-rooms of the Canadian Broadcasting Corporation throughout Canada. In the course of negotiating a new collective agreement, and following the services of a conciliation officer, these parties have been unable to agree on the following points:—

1. Definition of bargaining unit
2. Rights of temporary employees
3. Management rights, guild shop and checkoff of dues
4. Guild jurisdiction
5. Job security of temporary employees
6. Economy dismissal provisions
7. Severance pay limits and conditions
8. Job transfer rights
9. Work week
10. Travelling time credits
11. Vacations
12. Sick leave
13. Special leave
14. Leaves of absence
15. Military service
16. Mileage rates
17. Outside activities of employees
18. Salaries and classifications.

Because of the number and complexity of the issues in dispute and in an attempt to expedite the actual presentation of argument your Board arranged for an exchange of briefs by the parties prior to the actual hearing. Your Board then spent two days in Ottawa with the parties hearing their submissions and arguments and attempting to resolve their differences.

The parties were represented at these hearings as follows:

The union:

Mr. Peter M. Riley, President Local 213  
Mr. Robert Buchanan, International  
Representative

The corporation:

Mr. K. M. Kelly, Assistant Director of  
Personnel  
Mr. Clive McKee, Industrial Relations  
Officer  
Mr. Guy Coderre, Assistant Industrial  
Relations Officer  
Mr. W. Hogg, Chief News Editor  
Mr. John W. Brooke, Counsel

The Board also met in executive session in Toronto on November 5 prior to the hearing to discuss the briefs which had been submitted, and in Toronto on November 27 to consider this report.

The Board desires to compliment the parties on their thorough preparation and their capable manner of presentation. It was impressed too, by the sincerity of the parties, by their business-like approach and by their obvious desire to reach a settlement. The briefs which were presented

During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation appointed to deal with matters in dispute between the Canadian Wire Service Guild (Local 213, American Newspaper Guild) and the Canadian Broadcasting Corporation.

The Board was under the chairmanship of Hugh Arrell, Hamilton, who was appointed by the Minister on joint recommendation of the other two members, Homer Payette, Toronto, and Miller Stewart, Sturgeon Point, Ont., nominees of the Corporation and Guild respectively.

The text of the report is reproduced here.

show the result of much careful and conscientious preparation by both counsel and representatives.

The existing agreement, which was the second between these parties, expired on May 31, 1956. This last agreement will be referred to throughout this report as a method of identifying the various matters in issue.

### 1. Definition of Bargaining Unit

Section 1.1.3 of the present agreement defines the positions which are not included in the bargaining unit. The Corporation proposes the removal of this section; the Guild desires to have this section retained.

There was a great deal of argument and discussion on this important point. But it does seem to the Board the issue can be simplified by stating the main arguments of the parties.

The Union emphasizes it is not concerned with the exclusion from its unit of *bona fide* management positions and further points out this clause has been included in previous contracts and has caused little difficulty and desires to leave questions of dispute to arbitration.

The Corporation on the other hand declares it cannot accept such a clause again, because of the difficulties in the past, and that the determination of what are management positions must be left to the Corporation and quite properly indicates that under those conditions in case of a dispute the matter can be determined by the Canada Labour Relations Board.

We are dealing here with a field of labour relations where management and employee are not easily separated or defined. Supervision alone cannot be the sole test, as each employee in a newsroom who is in charge of a particular assignment has, to some extent, supervision over others who are working with him. But it does seem to the Board that under the present clause there is no opportunity for expansion of management positions. The particular positions are defined and under this wording no new positions can be created except where new newsrooms are established. Whether the Corporation has been in fact hampered by its inability to create new management situations is not the important issue but that this situation whenever it does arise cannot be rectified under the present clause. There will always be difficulties in determining what are and what are not management positions but at least the matter should be open to review by some tribunal and the Board recommends the inclusion of the clause as proposed by the Corporation.

### 2. Rights of the Temporary Employee

Under the existing clause "a new employee shall enjoy all benefits of this agreement". The Corporation proposed the following addition immediately following the foregoing "except that any employee released during his probationary period shall not have the right to appeal his release through the grievance procedure".

There is no dispute between the parties as to whether or not there should be a probationary period for a new employee. The issue is the degree of job security for probationary employees.

The Board fully appreciates that the only ultimate and final method of determining an applicant's qualifications and suitability for a position such as exists within this unit is a trial period on the job during which the employee has probationary status. It does appear that full job security during this time and particularly the right to grieve on release would largely nullify the purpose of a probationary period and the Board recommends the inclusion of the clause proposed by the Corporation.

### 3. Management Rights—Guild Shop and Checkoff of Dues

At the present time there is in existence a modification of the Rand Formula. The Guild has proposed a full guild shop with membership a condition of employment. The usual arguments were presented for and against this suggestion by the parties. In addition the Corporation submitted this was a particularly serious matter with an organization dealing in the realm of talent where any limitation on the choice of an employee might well impair the quality of program production.

It appears obvious to the Board the Guild is anxious to obtain some further security than it presently has and the Board suggests some type of maintenance of membership be negotiated between the parties, if the Guild maintains its present position, although the Board is of the opinion the existing clause is equally effective.

The second point under this heading is a proposal by the Guild for the inclusion of a provision exempting employees from having to perform struck work, work destined for struck departments and granting them the right to decline to cross picket lines. The Corporation fears this proposal would encompass jurisdictional disputes, sympathetic strikes, refusal to cross picket lines and boycotts and that members of the bargaining unit could refuse to work in order to aid workers

outside the bargaining unit engaged in an unrelated dispute with the CBC or an outside employer.

The Board appreciates the position of both parties and recommends the inclusions of the following clause in substitution for that proposed by the Guild: "Members of the bargaining unit shall not be required to handle, perform or assist in any work under the jurisdiction of another union within the CBC which might be on strike".

#### 4. *Economy Dismissal Provisions*

The Guild asks an extension of the maximum possible severance pay from 30 to 34 weeks' salary, computed on the same basis as in the present agreement, and relies largely on the fact that the three Toronto newspapers pay respectively 30, 32 and 38 weeks. This is evidently as low as 14 weeks in one newspaper in Canada where there is a first contract in existence.

The second request by the Guild is that there be severance pay to the employee's estate in case of death.

The Board recognizes both matters are strictly cost items and as the first is entirely theoretical in that no employee will be eligible for the present maximum during the next two years, and as it does not consider severance pay as a benefit to be extended to an employee's dependents should an employee die while in the service of the Corporation, the Board recommends there be no change from the present provisions.

#### 5. *Work Week*

The Guild seeks a 35-hour, five-day week to replace the present contractual 40-hour, five-day week and bases its submission on Dominion Bureau of Statistics data for office workers. The Corporation quite properly points out that this is an unrealistic comparison as newsroom work is not comparable to office work but is more similar to production employment, and that with the CBC the office workers are now on a 36½-hour week while production employees represented by ARTEC have a 40-hour week.

As the onus would appear to be on the Guild to justify such a reduction in the work week and as this was not strenuously nor seriously argued, and as a 40-hour week appears to be standard for this type of work, the Board recommends against any change in hours of work for this agreement.

#### 6. *Sick Leave*

Under the last agreement an employee is entitled to accumulative sick leave of 15 days per year. The Guild proposes the

addition of a clause to the effect that where an employee exhausts his sick leave credits the Corporation and the Guild shall discuss possible extension of such credits. The basis for this proposal is that the present Corporation policy permits some flexibility and leniency toward employees.

The Corporation agrees this has been the practice and states it proposes to continue to give every possible consideration to the extension of such credits.

In the opinion of the Board such extension of sick leave beyond the employee's earned credit is gratuitous and discussion on this point should not become a subject for collective bargaining nor, ultimately, arbitration and the Board recommends this proposed clause be omitted.

#### 7. *Salaries*

Extensive arguments were presented by both parties dealing with this very important matter.

The Corporation presented a most complete picture of the history of editors presently on staff indicating the present age, present salary and the percentage increase in salary since joining the Corporation. The increases have been substantial.

The Guild submitted for comparison purposes the salary figures it now has in effect in its agreements with the three Toronto daily newspapers. The Corporation on the other hand emphasizes there must be more than one criterion governing wage determination and suggests one important factor is a proper national average wage standard of comparison, another is the pattern of wage increases across Canada since the commencement of collective bargaining between the CBC and the Guild, and a third is the cost of living reflected by the consumer price index. The Corporation presented extensive tables dealing with each of these points, all of which indicate that CBC editors by every comparison have received very reasonable compensation. All of which is in addition to the considerable fringe benefits. The Corporation proposes an increase of 3.33 per cent for the first year and a 5.44 per cent increase for the second year.

Compared to this statistical approach to the problem the Guild submitted to the Board that an Editor "C" in the CBC News Service can and must be compared for purposes of salary and job content value, to that of a reporter of a Canadian metropolitan newspaper. It suggested that an examination of the duties, abilities, skills and requirements for success of the two positions shows the CBC job matches or exceeds the parallel demands on the

newspaper reporter. The Board is well aware that the unique position of the CBC as a publicly-owned body imposes special responsibilities on employees in this unit, but is of the opinion the position is not entirely comparable to that of a newspaper reporter.

The Corporation quotes the Department of Labour: "Two surveys carried out by the Economics and Research Branch indicates that in general, wage increases during the past fall and winter (1955/56) ranged between 5 and 10 cents an hour". The Corporation then points out that its wage proposal would give an average of 8.4 cents in the first year and 13.4 cents in the second year.

The Board also takes note of the large number of very substantial settlements which have been negotiated during the past few months particularly with steel, General Motors, Ford, the railways, Westinghouse, rubber and Canadian General Electric. According to an authoritative publication the average weekly earnings in manufacturing as of August 1, 1956, has increased 5.3 per cent over the same date last year. This last figure would take into account total package settlements.

Taking all these matters into consideration and in an attempt to predict the conditions of the Canadian economy during the coming year the Board recommends the following wage schedule for "C" Editors:—

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	Present	1st year	2nd year
Start.....	55.00	57.00	59.00
6 months.....	60.20	63.00	65.50
1 year.....	65.43	68.00	71.00
1½ years.....	70.63	73.00	76.00
2 years.....	75.84	79.00	82.00
2½ years.....	81.06	84.00	87.00
3 years.....	86.27	90.00	93.50
4 years.....	91.48	95.00	99.00
5 years.....	96.93	101.00	106.00

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For other classifications there should be an increase of 4 per cent the first year and an additional 4 per cent of that amount the second year with adjustment to the closest half dollar.

#### 8. *Outside Activities*

At the present time employees are free to engage in outside activities provided "that such activities do not render him at any time incapable of discharging his duties to the Corporation". The Guild seeks the elimination of this proviso and contends that the present right to dismiss for "just and sufficient cause" is sufficient protection. The Corporation contends that in order to assure maintenance of operations by its staff the retention of this proviso is essential.

In the opinion of the Board the article referred to is ambiguous and capable of many interpretations and suggests that if an employee is incapable of discharging his duties at any time because of outside activities this is "just and sufficient cause" for dismissal. Therefore the Board recommends the deletion of Article 49.4.

#### 9. *Experience Definition*

The Guild proposes the inclusion of Article 35.1 dealing with experience rating

which would give the Guild the right to enter into discussion with the Corporation regarding the rate to be paid to a new employee at the time of hiring. The Corporation contends this is a prerogative of management to assess the qualifications of applicants and hire without the intervention of the Guild and that the applicant is not legally represented by the Guild until he has been hired.

The Guild argues that an applicant requires representation at the time of hiring more than at any other time. Once he has been hired and his rate decided no further adjustments can be made or negotiations conducted on his behalf. The Guild suggests this is a vital field of collective bargaining.

The Board is of the opinion this involves a basic principle of unionism—that no individual should be forced to negotiate for himself when he is represented by a certified bargaining agent. And in this instance the matter of representation at any particular point is merely a technicality. The Corporation is adequately protected by the probationary period of employment and is free to dismiss at any time an employee who does not meet the

qualifications demanded by his hiring rate. This system is apparently in existence with about two hundred newspapers and evidently works satisfactorily. The Board recommends the inclusion of such a clause, that will provide for such a system for future employees.

All of which is respectfully submitted.

(Sgd.) H. ARRELL,  
Chairman.

(Sgd.) H. M. PAYETTE,  
Member.

(Sgd.) MILLER STEWART,  
Member.

## Report of Board in Dispute between

Polymer Corporation Limited

and

Oil, Chemical and Atomic Workers International Union

Pursuant to the provisions of the Industrial Relations and Disputes Investigation Act the Hon. Minister of Labour appointed a Board of Conciliation consisting of His Worship, Magistrate J. A. Hanrahan as Chairman, with Mr. Benedict Crowley as nominee of the union and Mr. G. R. Richardes, QC, as nominee of the company.

The Board held sittings at the City of Sarnia on January 4, 5, 11 and 12, 1957.

There appeared for the company the following:—

L. D. Dougan, Plant Manager  
G. E. Evans, Manager, Production Division  
I. C. Rush, Manager, Technical Division  
E. W. Skelton, Chief Engineer  
W. A. Atherton, Manager, Industrial Relations  
T. J. Masters, Supervisor, Labour Relations

and for the union the following:

C. J. Palmer, International representative  
F. Kahane, International representative  
T. Dillon, Plant chairman  
W. J. Imbleau, President, Local 16-14  
A. Addie, Committeeman  
Geo. Hamilton, Committeeman  
S. Campbell, Committeeman  
C. Pratt, Committeeman  
J. MacDonald, Committeeman.

This corporation, engaged in the production of chemical rubber, operates under a Board of Directors of Canadian business leaders, responsible to the Department of Defence Production. It employs approximately 2,600, 1,600 of whom are members of this union. Approximately 700 hourly-rated men are employed in the production division, 140 in the technical division and 740 in the engineer division, which includes the maintenance department.

Both day work and shift schedules are used. Day schedules are eight hours per

day, generally Monday through Friday. Shift schedules are three eight-hour shifts per day, five days per week and involve work on Saturdays and Sundays. Other miscellaneous schedules are required from time to time to meet specific requirements.

Before February 1955 the United Gas, Coke and Chemical Workers of America had been the bargaining agent for all hourly-rated employees of this corporation. At that time a merger with the International Oil Workers was made to form a new international, known as the Oil, Chemical and Atomic Workers International Union.

By an amendatory agreement the company agreed to recognize the new body, and to substitute the name in the current agreement.

The current agreement became effective on October 7, 1954, for a period of two years, expiring on October 6 of this year.

During January, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with the dispute between Local 16-14, Oil, Chemical and Atomic Workers International Union, and Polymery Corporation Limited, Sarnia.

The Board was under the chairmanship of Magistrate J. A. Hanrahan, Windsor, who was appointed by the Minister in the absence of a joint recommendation of the other two members, G. C. Richardes and Benedict Crowley, both of Windsor, nominees of the company and union.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act is the report of the Board, was submitted by the Chairman and Mr. Crowley. The minority report was submitted by Mr. Richardes.

The text of the majority and minority reports are reproduced here.

On July 24 of this year the company was advised by letter the union wished to "amend, revise and supplement the current agreement".

At the first meeting between the parties held August 9, 1956, the company's proposal included 10 revisions to the agreement and seven improvements in the area of wages and other monetary items. The union proposal contained 64 revisions, including an increase in wages and improvements in other contractual items.

Between August 13 and September 28 meetings between the parties were held on sixteen different occasions.

On October 2 the parties examined redrafts. The company claimed there was no change in the union's approach; the company reviewed its position and submitted to the union a revised proposal. It included items tentatively agreed to and certain further concessions, among which was a further improvement in wages and a shorter term contract.

It was then agreed to seek the services of a conciliation officer. On November 6 a meeting was held with that official. It lasted throughout the day. The conciliation officer was unable to bring the parties together on any item in dispute. He announced he would recommend a Board of Conciliation.

In the union brief an apology was tendered this Board for "calling upon it to deal virtually with the whole of a new agreement".

The explanation offered by Mr. Palmer was that the wording of the existing agreement had remained virtually unchanged for many years, "despite the former union's repeated but unsuccessful attempts in previous years' negotiations to secure amendments and additions which it was felt were necessary and warranted in the light of experience in the contractual relationship with the company and the wishes of the membership".

The company's brief contained a list of twenty-three items of the union's original proposal to which agreement had tentatively been given. In addition, during their previous negotiations, the company had withdrawn three proposals it had made.

The company claimed the only concession made by the union was to modify its request for double time for shift employees.

Commencing at 10 a.m. the first day of the Board's sitting, Mr. Palmer spent until 5 p.m. presenting the union's brief. An adjournment was then taken until 7 p.m. that evening, to permit the Chairman an opportunity of presenting and discussing with the union committee certain suggestions he had to offer as to possible

rewording of proposals made by the union to remove some of the more objectionable features, as the company viewed them. This meeting lasted until midnight.

Early in our contact with the bargaining committee for the employees it became apparent there would have to be agreement reached with the company on the wording of certain provisions in the agreement alleged to have caused trouble in the past before there would be any discussion about money.

Because of the complete stalemate existing on the non-monetary items, the Chairman had difficulty in convincing the members of the bargaining committee for the employees it was worth an effort to revise some of the union's proposals into wording that would be more acceptable to the company. Their experience at the bargaining table, they asserted, convinced them the company would not retreat from its firm stand of "No more".

From my conversation with Mr. Dougan I believed otherwise. Finally, suggestions were offered the committee on approximately twenty sections in five articles. We spent over two hours drafting these into form for presentation to the company.

On Saturday morning, before opening the formal meeting, the Chairman consulted with Mr. Dougan, Mr. Masters and the company nominee on the Board, Mr. Richardes. To this group he expressed the opinion, gained from his meeting with the plant committee the previous night, a serious deterioration in the management-employees relations existed in this plant.

This conclusion had been reached after careful assessment of the individual members of the committee, a group he was convinced were above average in intelligence and represented a class of employee properly to be described as reasonable, responsible citizens. From them he heard detailed complaints about the lack of understanding of the problems of employees displayed at the immediate supervisory level. This perhaps indicated the unusual demands for a complete revamping of the former agreement was not stemming from the change-over to the international organization but rather from complaints growing from the employees themselves.

No one listening to Mr. Dougan after this was told him could doubt the sincerity of his defence of company policy. He detailed at length the broad and generous pattern top management had endeavoured to administer in dealing with their employees. He believed, in the main, it had been successful.

Emphasis is placed upon this part of our report because of the difference represented

in Mr. Atherton's unshaken opinion, as it was later disclosed, that the committee's views were not truly representative of the general situation in the plant. He was completely confident there was no serious situation existing. The importance of Mr. Atherton's being right in this respect, as it might affect future negotiations following this report, is obvious.

The formal meeting of the parties opened at 10 a.m. The Board heard Mr. Dougan as he developed the comprehensive brief presented by the company, touching each item in dispute and the company's position. This was completed at 12.30. An adjournment was then taken until 1.30 p.m., when Mr. Richardes and the Chairman commenced a conference with representatives of management, while Mr. Crowley continued discussions with the union committee.

These meetings finally adjourned at 8 p.m. In view of the union's indication of co-operation to break the complete stalemate that had existed between the parties by agreeing to certain of his suggestions as representing a possible area for agreement on certain subjects, the Chairman felt optimistic at the manner in which these suggestions were received by Mr. Dougan. In addition to the specific items contained in the written material given the company growing out of the previous night's meeting with the union committee, the Chairman outlined certain other items he believed might well be considered by the company as not too important to permit modification so they, too, might be brought into the area of possible agreement.

At this stage in the proceedings it seemed important and worth the effort to attempt to reduce the mass, so the more difficult breaches remaining might receive special attention.

We were convinced an atmosphere had been created between the parties that warranted getting them back to active bargaining. Because of this, since an adjournment until Friday, January 11, was necessary, we suggested the parties in the interval should meet across the table to deal with the material outlined by the Board.

When the meeting resumed on Friday Mr. Atherton had returned. The hopeful atmosphere we had left had disappeared.

The Board was informed the parties had met on Wednesday and Thursday, but out of the written material given management for consideration only two items had met with approval, one the complete article dealing with arbitration, the other being one item in the grievance procedure.

None of the other several items suggested by the Chairman for exploration by the company as offering an opportunity for possible solution had been so viewed by Mr. Atherton. No other suggestions were forthcoming.

It was soon apparent Mr. Atherton believed the company should not retreat from the position it had taken on the many items remaining in dispute.

It also became apparent Mr. Atherton believed it was not possible to achieve any further solution of the whole problem at Board level; he was convinced the union had no intention of changing its fixed position, to permit what he considered a reasonable settlement.

The Chairman expressed his own conclusion, quite opposite to this; that he had, from hours spent with the union committee, concluded if co-operative bargaining could be started between the parties, great headway to an agreement was possible.

The Board continued exploratory talks with each of the parties, dealing with specific items to try to reach some point of approach. The reception of the material presented to the company, that the union committee had considered a genuine token of their desire to conclude an agreement, hung heavily over these efforts. "What's the use," seemed to have become the general pessimistic outlook.

At 7.30 p.m. the Board adjourned until Saturday, January 12, at 1.30 p.m.

Early in negotiations it had become abundantly clear unless the union succeeded in having many provisions in the former agreement rewritten, achievement by the company of a three-year contract would not be possible. The Board's objective had been lowered to a two-year contract. Finally, the situation being as it was, the Chairman discussed with each of the parties the feasibility of considering a one-year contract on a basis outlined by him, namely, each party agreeing to certain of the provisions in which change had been sought remaining untouched for the term of such a contract; that each would withdraw certain items of their proposals and immediately accept those indicated by the Board. This would reduce to a more reasonable objective negotiation of the important items remaining.

The union officials quickly assented to considering what the Board suggested, at this time maintaining its demand for a 20 per cent increase across-the-board. The company indicated it was willing to co-operate with the Board in this respect to the extent of looking at the suggestion, but expressed doubt its position could be changed.

The Board resumed at 1.30 p.m. on Saturday, January 12, and heard a detailed rebuttal of the company's brief by Mr. Palmer, with an analysis of the company's offer of an increase to the hourly rates. This centered on a comparative examination of rates of pay in four large operations in Sarnia.

The company offered no reply to the material submitted by Mr. Palmer.

Before concluding, the Chairman met with the management committee and presented a detailed pattern of the suggestion made the previous evening as to a one-year contract. It was quickly rejected. The company's reply to the Chairman's expressed conviction that the alternative seemed a strike was that consideration of that possibility had been weighed and, in fact, a blueprint for closing the operation already prepared.

During the course of these discussions the Chairman's impression of Mr. Atherton's attitude was that more often met while attempting a first contract with a concern owned by one man; one who has adopted a paternal concern for the general welfare of his employees and keenly resents invasion by a union. This was a new union organization. It was demanding putting into the agreement provisions covering well established practices of the company. A remark often made by Mr. Atherton was: "We are already doing that; there is no necessity to write it in." The necessity, of course, from the union committee's viewpoint, was the uneven administration they claimed resulted from officials at supervisory level having a different conception of what the unwritten company rule in a specific instance actually was.

Upon returning to Windsor late Friday night, with much less optimism, the Chairman discovered this editorial appearing in the *Windsor Daily Star*, under the heading:

Personnel Problems In Industry  
General Manager R. H. Williams of the Canadian Westinghouse Company made a

significant observation the other day: If management instituted effective personnel development programs they could alleviate most production problems.

There is a growing recognition of this fact, though perhaps it is not widely enough understood. There has been great emphasis on new plants, new equipment, new machinery. But, in final analysis, the human element is the most important.

The advance in the ability to pick and manage men has not been as marked as the advance in technological developments. Therein lies a major source of management difficulties.

The Westinghouse Company, of course, is not long past a lengthy and costly strike.

Before closing the Board's hearings the Chairman again expressed to management his belief much good might have been accomplished by attempting to clear away some of the many items remaining; that if a strike did occur, the time out would be less. He also advised he believed an offer of a 12 per cent money increase might have proved magical in making headway.

Reviewing the whole situation in the light of attitudes and arguments, we doubt, without a work stoppage of unusual length and cost to both sides, the union will succeed in gaining its entire objective of changing existing provisions in the collective agreement. We are also convinced without a similar costly period of unproductivity the company is not likely to succeed in effecting a settlement on the basis of granting no further concessions as to changes in provisions of the collective agreement.

We believe we can best assist, therefore, by suggesting a pattern of settlement based on a one-year agreement, offering our views as to immediate concessions to be made by each of the parties as to items of relatively less importance than those we propose dealing with in detail.

We therefore suggest the union should accept the following company proposals, under the numbering contained in the union's Exhibit "D".

8.01 (a)	No strikes (subject to company deleting 8.01 (b))
11.02 (b) (IV)	Holiday pay, when unavoidably absent;
10.04 (b) (c)	Overtime—day employees
10.08 (b) (c)	Overtime—shift employees.
14.06	Stationary engineers.
14.02	Promotion after reduction.

And that the union should withdraw the following:

9.02	Increase in shift differential
10.03 (d) (e)	
10.07 (e) (f)	Overtime transportation and meals;
18.02	Payment for injury above Workmen's Compensation;
18.04	Dirty work bonus;
18.05	Trades recognition.
19.	Sick leave.

We believe the company, in the interest of a quicker settlement, might agree to deleting the following proposals:

2.02	No intimidation or discrimination;
13.05 (b)	Transfer from salary payroll;
14.03 (b)	Transfer and the promotion;
8.02	Discharge for work stoppage;
10.03 (a)	Words therein: "After reasonable effort by supervision";

And accept the following union proposals:

6.04	Date of error for payments on rates of pay;
13.03	Seniority for probationary employees;
14.03 (a) (c)	Demotions;
Appendix "A"	Stewards and committeemen.

We also suggest the following as offering possible solutions for the more difficult items:—

*Union Security*—The present provision includes maintenance of membership as a condition of employment by an employee who is now a member of the union or any employee who becomes a member, with an escape clause permitting withdrawal of union membership within a fifteen-day period prior to the expiration of the agreement. Further, every employee of the company is required after ninety days' employment to pay the regular monthly dues of a union member.

The union asks a new provision requiring all new employees to become members of the union; reduction in the number of days after which employees must pay union dues from ninety to the date of hiring; permanent maintenance of membership and no change to present non-union members.

This was resisted by the company on the basis it is the union's responsibility to attract new members to its organization; what is suggested is an interference with an individual's right to work.

The union accepted a change in the first sentence of this article to include the word "agree" and to delete the amount of union dues and the amount of assessments appearing in the existing provision.

The Board was advised only two members of a total of sixteen hundred took advantage of the escape clause before the expiration of the existing agreement.

We suggest the union might withdraw its request that all new employees become members of the union, upon the company undertaking to collect dues from new employees after thirty days' employment and to withdraw the existing "escape clause".

We believe this concession by the company should be contingent upon the union withdrawing its request for deletion of the management's rights clause.

*Grievance Procedure*—The principal breach in the amendments suggested is in the union's request that employees are first to discuss their complaints with the steward and that official is to decide whether the next step, a discussion with immediate supervision, is to follow.

We do not look upon suggested changes in time limits for the various stages of procedure as presenting any difficulty for the parties to settle.

The principal change is resisted by the company, who proposed the employee having a complaint should discuss the matter with his immediate supervisor, with or without his steward.

It was argued for the company an employee is in the best position to present the facts and reduce the possibility of misunderstanding. Furthermore, as the aggrieved party, the employee should have the right to decide whether or not the settlement proposed is satisfactory.

To substantiate its position the company stressed the fact that during the year 1955 there were only 43 grievances processed, with five going to arbitration, resulting in four awards in favour of the company and one in favour of the union; that during 1956 there had been 31 grievances, two going to arbitration and one remaining to be heard. Of those heard, one award was in favour of the union and the other the company.

This example given by the company represents one of the chief reasons for the suggested change by the union. For them it was claimed many an employee was "out-talked", as it was described, by his immediate supervisor, when he had just cause for a grievance. In many instances the time specified for processing a grievance had passed before they came to the attention of union officials. It was claimed the manner in which this provision was being administered at the level of immediate supervision was causing increasing dissatisfaction among employees.

Because of the statutory provision contained in Section 26 of the Industrial Relations and Disputes Act, providing, "Notwithstanding anything in this Act, any employee may present his personal grievance to his employer at any time", we believe if this is included, the company might try the following provision for a one-year term:

The parties to this agreement are agreed it is of the utmost importance to adjust grievances and disputes as quickly as possible and in order to accomplish this, agree the procedure shall be as follows:

Step No. 1—Subject to the provision contained in Section 6... (of the agreement) (which is to spell out Section 26 as quoted) an employee who considers he has a complaint or grievance should first confer with his union steward, who may then submit the complaint or grievance in writing to the employee's immediate supervisor. Such supervisory official is then to discuss the grievance with the steward.

Subject to what is decided as to times allowed in the various steps for replies, and because settlement has been reached as to Section 6.05, we believe the proposals by the union as to the remaining sections offer no difficulty for the company.

*Special Work Requirements*—Both parties recognize that certain work requirements make it necessary to establish work periods, work days and/or days off which do not conform with general outline of hours of work and payment.

Difficulty has arisen in the past about the scheduling of employees on such shifts to a point where the complaints received by the Chairman from members of the committee concerning it make it appear a chafing situation requires special consideration by the company.

The union's demand for mutual agreement as to future scheduling of this type is regarded by the company as a direct attempt to infringe on the rights of management.

Our suggestion is, for the term of a one-year agreement, the Union accept the company's new proposal "to discuss such arrangements with the union before they are established".

*Night Crews—Turn-arounds and Emergencies*—Here again the necessity is recognized by both parties. The method of payment has created dissatisfaction. The company now proposes payment should be in accordance with the normal rules for shift employees; the union asks overtime rates to be paid for the first four days on such schedules.

The company's proposal would add to the income presently received by night crews, the shift differential and another paid lunch period being granted.

In view of other hoped-for monetary gains, we suggest the company's proposal be accepted.

*Change of Schedule for Day Employees*—This is an existing provision causing trouble. The union's proposal is that a change of schedules for day employees cannot be effected on their 6th and/or 7th consecutive work day (Saturday and Sunday). The actual physical change may be made. However, payment is to be at overtime rates until the first regular work day, which would be Monday. Monday would then be paid for at the bonus rate for change of shift. This amounts to premium pay for work on Saturday and Sunday, followed by a shift bonus on Monday.

The union agreed to accept the company's rewording of the existing provision in this connection, but asked these words be added: "However, no such change can be effected on an employee's sixth (6th) and/or seventh (7th) consecutive work day".

The Board suggests the company proposal be accepted without the words sought by the union, on an undertaking by the company to further explore this situation with a view to avoiding changes on the sixth or seventh days.

*Payment for Specified Holiday*—Here again the union has agreed to the rewording of this provision as proposed by the company but asks payment of double time in place of the time and one-half proposed by the company.

We suggest the union accept the company's proposal, in anticipation of further improvement in the hourly rates.

*Holiday Pay—if Not Worked*—The union's demand is that the existing provision that payment for a specified holiday is not to be made if the holiday falls on an employee's day off for the first time in each calendar year be deleted, also "absence on account of illness" or "on Workmen's Compensation". This would leave payment to be made for all holidays with the exception of absence on leave without pay.

The company reasoned this operation is on a continuous twenty-four hour basis, seven days per week. There are three shifts per day, seven days per week and the shifts rotate each week. Shift schedules are further changed every four months in order to change an employee's days off. In the event a holiday falls on a regular

work day, shift employees do not receive the day off. It is not practical to give them a day off in lieu of the holidays. Day employees, however, do receive the day off. There is consequently a difference as to specified holidays for day and shift employees.

We suggest the union's proposal is too sweeping, but would recommend negotiation between the parties to work out a more equitable system. It was stated an examination by the union showed that during the next three years shift employees would lose pay for one holiday each year.

*Vacations*—The present provision is for employees upon completion of one year's continuous service to receive one week's vacation; upon completion of the second and each succeeding year of continuous service, two weeks' vacation. The union asks that for the tenth year of continuous service the vacation period should be increased to three weeks.

The company suggests the existing plan should be improved so three weeks' vacation will be given upon completion of fifteen or more years' continuous service. They point out that during the current year seventy-four hourly employees would qualify for this increase, in 1958 three hundred and fourteen and in 1959 four hundred and eighty-seven.

Into this problem is also injected the matter of computation of vacation pay. At the present time it is based on the amount an employee would normally have earned, exclusive of shift differential, had he not taken a vacation.

The company suggests this remain the same but that such shift differential as he would have earned had he not taken his vacation be included.

The union has proposed the method be changed so the proper percentage would be taken off his gross annual earnings averaged on the preceding four months or one week (or more, as the case may be) of his normal earnings, whichever is the greater.

Had this matter proceeded to the point of negotiation with the Board we intended suggesting a possible change in the method of computation based on forty times the employee's regular hourly rate if he received one week's vacation, eighty times his regular hourly rate if he received two weeks' vacation, and in lieu of the shift differential being included, a new bracket of one hundred hours the regular hourly rate for those who have served twelve years or more up to fifteen years, when he would receive one hundred and twenty hours his regular hourly rate, plus shift differential.

We also have suggested the union accept the company's proposal as to vacation pay for those leaving the employment of this company. The method outlined would be adjusted to the foregoing proposal, if acceptable.

*Seniority—Definition*—The existing provision defines seniority as length of continuous service as "commencing with the employee's hiring date". The company asks no change be made. The union proposed seniority date from the employee's hiring date in the bargaining unit.

Into this problem the company has injected the suggestion if an employee having no previous service on the hourly payroll is transferred from a salaried job to an hourly-rated job such employee is to be given seniority credit for the time spent on such payroll.

The union's brief states the present definition of seniority commencing with an employee's hiring date has been taken by the company to include those coming from outside the bargaining unit. An arbitration hearing was necessary to establish this was not so.

To avoid further contest the union asks the provision should contain the words "hiring date in the bargaining unit".

This, of course, is a problem that has vexed many negotiating teams.

We believe the company might well maintain the *status quo*, by accepting the union's interpretation and withdrawing its suggestion that an employee having no previous service on the hourly payroll, on being transferred from a salaried job should receive seniority credit for the entire time of his employment.

*Promotions*—This is one of the more pressing problems. The present provision accepts seniority, except where one candidate possesses a clear margin of ability over all other employees eligible for the promotion. The company asks no change. The union offers a provision that in the filling of all positions, whether promotional or otherwise, seniority shall be the governing factor, subject to the provisions of a job progression plan "to be mutually agreed upon" between the company and the union.

The union reasoned in this suggestion they were not asking that seniority should be the sole factor. The proposed job progression plan would not be on the basis of plant-wide seniority, but rather it would be closely related to sectional or unit seniority, as contrasted, for example, with departmental seniority.

This passage from the union's brief illustrates what a thorny problem is contained in this Article:

It can truthfully be stated no other single provision in the old agreement has been more obnoxious to the employees, or more frustrating, or the cause of more bitterness and misunderstanding between the company and the union.

The company urged their operation makes use of complicated and expensive electronic and mechanical process equipment. It is imperative, they reasoned, in the interest of productive efficiency and the safety of all employees that jobs be filled by men who are most capable of carrying out the responsibilities of the job. In order to carry out its full responsibility the company urged they must see that jobs are staffed with men most capable, rather than staffing them with men who are merely able to get by.

As to the union's proposal for a job progression plan, the nature of the operation is such, it was claimed, any such plan would be invalid in short order. Changes in process, new equipment, organizational problems often necessitate new jobs or changes to existing ones. No plan could be flexible enough to meet such conditions.

The suggestion there should be mutual agreement upon such a plan was completely rejected by the company.

As proof the existing provision was not working oppressively, the company produced figures showing from January 1, 1955, to June 1, 1956, there had been 449 promotions and in 85 per cent of the cases promotions went to the senior employee in the group. During that period only four promotions went to grievance procedure.

We have made a quick review of many existing collective agreements containing provisions as to the basis on which promotions are to be made. Short of seniority prevailing in the manner suggested in the union's proposal, we believe the existing provision puts a greater responsibility upon the company to establish justification for its action in a promotion should it be challenged than most.

Mr. Palmer admitted preparing a plan for job progression would be a difficult and lengthy task. There have been discussions between the parties in the past on this subject. The company expressed willingness to continue such discussions.

Our suggestion is unless and until some such job progression plan is finalized (and the union brief indicates it is tied in with their proposed 14.01(a)) the existing provision should remain unchanged.

*Contracting Out*—The union requested inclusion of a new provision that except by mutual agreement with the union, it will not "contract out" to private contractors any type of work, maintenance or construction, capable of being performed by employees coming under classifications covered by this agreement.

The company protests this as being completely unacceptable. They pointed out in 1955 there were as many as 135 pipefitters working in the plant under contract. The figures fluctuate monthly, depending upon the requirements of the job at hand. The problem of hiring tradesmen to fit into their maintenance crew on this basis, they argued, should be obvious.

This is a problem many companies are facing as the demand for a provision to cover contracting out increases. Such a provision is now appearing in collective agreements, with varying degrees of restraint in the language used.

On this subject we make no recommendation other than offering a sample of a clause used in the collective agreement of the Algoma Steel Corporation into which we have inserted the words "when the number available on the payroll for the purpose is inadequate" to cover the special objection made by the company:

The company agrees that work normally performed by employees within the bargaining unit or similar work which it has been past practice to have performed by members of the bargaining unit shall continue to be performed by members of the bargaining unit when the number available on the payroll for the purpose required is inadequate and provided this Article shall not deprive the company of the right to contract out work not normally performed by employees within the bargaining unit nor work involved in new construction.

*Safety and Health*—There is no clause covering this subject in the existing agreement. The union asks not only for such an inclusion but asks it contain provision that suggestions made on behalf of the employees should be subject to negotiation between the company and the union.

The company is proud of what it has done in this respect. There is a safety section staffed by a supervisor and three inspectors who are on call at all times. It was also claimed there is a medical department, staffed by four registered nurses and a qualified doctor.

This perhaps serves as a good example of how top management plans in a broad way, with very good intention to accept its responsibilities to the general welfare of its employees, but is perhaps not fully aware of the manner in which their plans are being implemented.

The Chairman listened to loud and prolonged complaints from various members of the committee on this subject, not so much from the safety angle as from health. This is a twenty-four hour operation, but there is no nurse on night duty. If care is required it falls to the plant guards, who have been given a St. John's Ambulance course. The employees claim they are neither competent nor happy in this assignment.

There were also complaints that reports of conditions requiring attention made at the monthly meetings with management were too often ignored.

We can see no reason for the company not putting into the agreement a clause that sets forth their avowed interest in this important subject. The members of the committee claim they often meet this taunt at the lower level: "There is nothing in the agreement."

We suggest this provision should declare the right of the union to bring to the attention of management in a formal manner complaints of the manner in which such a plan is being put into effect. We would not recommend it include the right to negotiate suggested improvements.

Something similar to the provision contained in the current agreement between the Canadian Westinghouse Limited and the union certified for its employees might do:

The company shall continue to make reasonable provision for the safety and health of its employees during the hours of their employment. The union will co-operate with the company to maintain good working conditions and assist in assuring observance of safety rules.

2. The company welcomes from the union, its members, or any employee, suggestions regarding safety and health.

*Leaves of Absence*—We subscribe to the union's proposal that various items regarding leaves of absence throughout the existing agreement might be gathered together under a separate article heading.

This was one subject the Chairman, in his meeting with the bargaining committee for the employees, developed into written form for submission to the company.

The company had agreed to increase from two to six weeks the present limitation on leave for union business; also, because of the possibility of a member of Local 16-14 being elected to office in the international executive, they were in agreement a leave of absence up to one year should be provided, such employee to maintain and accumulate seniority while away.

Objection was taken, however, to the union proposal for a wider application for union business so that "for good and

sufficient reasons" such leave should be granted to employees, without discrimination. The union also asked approval from the union should be obtained for any leave of absence amounting to more than 30 days.

The company urged they had the right to know something of the employee's activities while on leave of absence; that such leaves should only be granted for reasons about which it is in agreement.

We offer the following as a pattern for the solution of this particular dispute:

When plant conditions permit, and on written request of the Chairman of the Union Committee submitted reasonably in advance, the company agrees to grant leave of absence without pay to employees selected by the union to attend conventions and conferences as representatives of the union. Such leave shall not exceed six weeks in any twelve-month period for any one employee.

When plant conditions permit, and on written request from the Chairman of the Union Committee submitted at least two weeks in advance, the company agrees to grant leave of absence without pay for a maximum period of one year to one employee who has been elected to office in the International OCAW. The leave of absence may be renewed by mutual agreement.

The company will, on application by the union, grant to the president and/or the secretary-treasurer of the union a leave of absence without pay for a term of not more than one year. Each such leave of absence will on request by the union be extended for one further period of not more than one year.

When plant conditions permit the company agrees, for reasons satisfactory to it, and upon receipt of reasonable notice, it will continue its practice of granting leaves of absence without pay to a maximum of one year to any of its employees.

Any employee granted a leave of absence under this Article shall maintain and accumulate seniority during such absence. Any employee upon returning from a leave of absence granted under this Article shall be entitled to resume the job he held prior to his leave of absence.

*Chairman and Committeemen Entering Plant while Off Duty*—The former provision permitted the Chairman of the Union Committee, if off duty and after obtaining prior approval from the Industrial Division during regular work days and from the plant shift foreman on all other occasions before entering the plant, to attend to union duties in the plant.

The company's new proposal is that the Chairman should obtain approval through the Security Section alone before entering the plant to attend to union duties.

The union's new proposal is that the Chairman and Committeemen, if off duty, are to be permitted to enter at any time on union business provided they first report

to the Security Department, who in turn shall notify the supervisor concerned.

On occasion in the past permission has been refused the Chairman. This has led to a firm request for the change sought. The refusals have been taken as a company attempt to interfere or hamper the proper conduct of necessary union business. The company denied this suggestion and maintained safety and security requires knowledge of all personnel within the confines of the plant at all times.

This is a good example of the necessity of learning to live together, recognizing the other's problems. On the basis of safety and security the reasoning of the company seems well grounded. The necessity for union officials to gain entry to the plant for the purpose of servicing the collective agreement, of course, should not be hampered.

If minor officials have not used proper discretion in the past, I am confident management will now see the wisdom of making plain to those concerned that only sufficient reasons based on safety and

security should be permitted to enter into the withholding of such permission.

We suggest the union accept the requirement of reporting for approval and the company enlarge such permission to more than the Chairman of the Committee.

*Wages*—At the outset of negotiations the company included in its proposal to the union a wage offer amounting to 6 per cent increase at date of signing, followed by 3 per cent on April 7, 1957, and a further 3 per cent each year until the contract expired on April 6, 1960. In addition, the company also proposed inclusion of a cost-of-living escalator.

Later the company revised its original wage offer by proposing 8.5 per cent increase at the date of signing, followed by 3 per cent after one year and a further 3 per cent the following year. A cost-of-living escalator was also included.

The company furnished the Board with a comprehensive survey of this problem in support of its proposed schedule of wage rates, based on a three-year contract, as follows:

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	Present	Increase on sign.	After 12 mos.	After 24 months
Operator (Grp. Ldr.).....	2.21	19cts.	7cts.	7 cts.
1st Asst. (Cl. I Mech).....	2.07	18	7	7
2nd Asst. (Cl. II Mech).....	1.93	17	6	6
3rd Asst. (Cl. III Mech).....	1.81	15	6	6
4th Asst. (Jr. Mech).....	1.70	14	6	6
Handyman.....	1.61	14	5	5
Utility.....	1.52	13	5	5
Labour .....	1.44	12	5	5

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As stated, the union's demand was for a 20 per cent increase across-the-board on a one-year agreement.

There can be no doubt on the evidence presented by both parties, this corporation is operating in an area where its neighbours pay high wages. The Imperial Oil Company leads in rates. In 1946 the St. Clair Processing Corporation, formerly a subsidiary of Imperial Oil, was taken over by Polymer. This company had established a wage schedule similar to that of Imperial Oil; also Imperial Oil job classifications were generally adopted.

The company protested it was not its intention to tie its rate structure to that

of Imperial Oil: "It goes without saying that Polymer, nor any other company, could bind itself indefinitely, or for any period, to pay rates equal to those paid by a corporation whose market potential and economic structure are so entirely different."

From the mass of comparative material furnished the Board by the company perhaps showing rates paid during 1956 on the average by 11 petroleum OCAW contracts, 6 chemical OCAW contracts, three Sarnia companies and Polymer to operators, class 1 mechanics and to labourers, best show the basis of its argument:

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	Polymer	17 OCAW	11 OCAW (Petroleum)	6 OCAW (Chemical and others)
Operator.....	2.21	2.30	2.37	2.14
Labourer.....	1.44	1.55	1.57	1.50

---

The average rate paid by eight Sarnia companies to operators was \$2.21 compared with \$2.07 paid by Polymer.

The rebuttal by Mr. Palmer showed this comparison for these three classifications of rates paid by Imperial Oil during 1956,

with, as he claimed, an increase in the offering:

	Polymer	Imperial
Operator.....	2.21	2.51
Tradesman.....	2.07	2.32
Labourer.....	1.44	1.66

The same comparison was made with rates paid by Dow Chemical:

	Polymer	Dow Chemical	June 14/57
Operator.....	2.21	2.40	2.51
Tradesman, class 1....	2.07	2.30	2.40
Labourer.....	1.44	1.60	1.67

And with the Fiberglass Company:

	Polymer	Expired Dec. 17/56	Offered and On sign.	refused 2nd yr.
Tradesman (class 1).....	2.07	2.25	2.37	2.46
Labourer.....	1.44	1.57	1.65	1.70

The comparison with Canadian Oil:

	Polymer	1956-57
Operator.....	2.21	2.48
Tradesman (class 1).....	2.07	2.29
Labourer.....	1.44	1.64

From these figures Mr. Palmer argued that although this corporation properly belonged in the category of the companies cited, it was apparent that during 1956 Polymer's employees had dropped behind considerably.

It is not our function to assess what increase in wages, if any, a company might be willing to pay rather than have its plant closed by strike action. The continued welfare of the employees, tied as it is to the successful operation of the business, requires prudence and judgment in the demands made.

We are going to express this opinion, formed at the hearing, if the company had considered a one-year contract and there had been an offer of 12 per cent across-the-board we believe we would have been well on our way to the settlement of many of the problems remaining unsolved.

We wish to express our appreciation for the very considerable effort made by the parties to prepare material for this hearing and for the able manner in which it was presented.

(Sgd.) J. A. HANRAHAN,  
Chairman.

(Sgd.) BENEDICT CROWLEY,  
Member.

Dated at Windsor, Ont., this 17th day of January, 1957.

MINORITY REPORT

I have read a copy of a report prepared by the Chairman. While, at first, I assumed it was a draft and intended as a basis for discussion with the other members of the Board, it is my understanding that it has been signed, without alteration, by the Chairman as given to me and forwarded to the Minister of Labour.

I was not advised as to whether or not the other member of the Board was prepared to, or did, concur in the Chairman's report.

I was concerned—and so expressed myself to the Chairman—that the use of the personal pronoun “we”, as used in the Chairman's report, particularly in the first eleven pages thereof, would leave the inference that it included myself.

The Chairman has assured me, however, that no such inference could be taken because, as he stated, the reference could only be taken to mean those members of the Board who actually signed the report.

This is important because I completely disassociate myself from what I consider to be an unwarranted and unjustified criticism of a member of the company's supervision.

For three of the four days of the hearing the Chairman had every opportunity to express directly to the Manager of Industrial Relations either alone, or in the presence of others, the views which the Chairman has expressed in his report. Obviously this would have been the fair and reasonable course to pursue as it would have afforded the Manager of Industrial Relations the opportunity, himself, to refute the accusations which have been made against him in the report.

The Chairman did not do so but has chosen to adopt the method which he has followed in order to express his views.

The company's brief consists of more than 100 pages exclusive of exhibits. The time, attention and effort that must have been spent in its preparation are apparent.

To anyone who chooses to read the brief there is one conclusion that must be irresistible, *i.e.*, that it sets out clearly and definitely the views and attitude of Polymer Corporation, towards the demands (so-called) of the union, and of the company's policy where its policy is involved.

Throughout the hearing the company was represented by a committee composed of several members of supervision, in addition to those noted in the Chairman's report as formally representing the company.

On numerous occasions, particularly during the usual general discussions, the former, when called upon, or voluntarily, expressed themselves. They expressed the same views and reflected the same policy as does the company's brief. These were the views and this was the policy which they, as well as management, had had a part in developing and determining as negotiations progressed after their commencement in August last.

During the hearing it was made evident that the executive officials of the company were keeping themselves fully informed of developments. The Chairman has seen fit to quote an editorial from *The Windsor Daily Star*. Since it is apparent that the statement referred to therein was not directed to any particular company I must assume that, in the Chairman's opinion, the views expressed in the statement apply to all corporations, without exception.

Perhaps it would have been more relevant had he quoted an article, which I drew to his attention during the hearing, from the *Financial Post* which dealt specifically with the parties appearing before this Board and with the matters of disagreement between them.

The *Financial Post* states:

Labor Aims For Big Jackpot in Polymer Contract Fight

Union labor this week renews its attempt to set a stiff wage-and-benefit pattern for Canada's chemical industry

A conciliation board Jan. 4 was scheduled to hear arguments from Federally-owned Polymer Corp. and Oil Chemical and Atomic Workers' Union.

The big Sarnia-based company (1,600 workers involved in this dispute) thinks it already pays top rates. It has made a wage offer of 22 cents to 33 cents spread over three years, with 12 cents-19 cents immediately.

But the union hasn't budged from demands presented months ago. The result: Absolutely no progress toward settlement.

- The imposing list of main union demands:
- 20 per cent wage hike on a one-year contract.
  - Double time for all overtime.
  - Triple time for holiday work.
  - A wide assortment of other wage and benefit increases.
  - All promotion to be based on seniority, without regard for ability.
  - Arbitration of all disputes, whether or not in the area covered by the company-union contract.
  - Elimination from the contract of the management rights clause.

This rates as one of the biggest packages ever demanded of a Canadian employer. The union—which is young and ambitious—wants to make a big name with a big gain.

It hasn't modified its position since October.

Whatever the result—even if based on the present company offer—it will set a stiff standard for the chemical and allied industries. Other unions in the field can't afford to be left behind by OCAW.

In view of the foregoing it must appear unrealistic and bordering on the ridiculous to suggest that the position taken by the Corporation in the hearing before this Board was attributable to any one individual whether he be a member of management or supervision.

In my opinion—gained from considerably greater knowledge than the four days spent in this hearing—the collective bargaining “atmosphere” at Polymer commenced to deteriorate after the 13th day of July 1955, on which date the company signed an agreement with the present bargaining agent substituting it for the previous bargaining agent.

I turn now to my recommendations. I consider the first matter of importance to be dealt with is the term of the contract. The union's original proposal was a one-year agreement. Throughout negotiations and the hearing before the Board the union's position has remained adamant.

The company, on the other hand, proposed a three and one-half year agreement with an initial wage increase and further increases during the life of the agreement.

Before the union requested conciliation services the company reduced its proposal of a three and one-half year agreement to one of three years with a larger amount as an initial wage increase and again increases during the life of the agreement.

It is apparent that, if settlement is to be effected, a compromise must be reached in the area between the two proposals and in this area a two-year contract appears to be logical.

In 1956, in many other large industries, agreements for two years or more became the rule rather than the exception. This is a matter of record.

In Sarnia, in fact, the OCAW signed an agreement with a company in the chemical

industry, basically for two years, and shortly before the Polymer negotiations commenced.

I am therefore unable to understand the inflexible attitude of the union in this regard.

Furthermore the Chairman's report states: "The Board's objective had been lowered to a two-year contract." I can find no reason given for "lowering the objective" still further to a one-year agreement. I must assume, therefore, that the Chairman's reason is the adamant attitude of the union.

I recommend a two-year agreement and on this basis I am prepared to join in many of the Chairman's recommendations as will hereafter appear.

I deal now with the items with respect to which the Chairman, in his report has expressed the view that they are relatively of less importance. Some of these items, even relatively, are of considerable importance.

My references to the numbering is the same as the Chairman's:

8.01 (a) and 8.01 (b).....I cannot find such numbered clauses in Exhibit "D" to the union's brief. I am therefore unable to comment thereon.

As to the following items I concur with the Chairman's recommendations:

9.02.....	Increase in shift differential
10.03 (a).....	Words therein "after reasonable effort by supervision".
10.03 (d) and (e).....	Overtime transportation and meals.
10.07 (e) and (f).....	Overtime transportation and meals.
10.04 (b) and (c).....	Overtime—day employees.
10.08 (b) and (c).....	Overtime—shift employees.
11.02 (b) (4).....	Holiday pay when unavoidably absent.
14.02.....	Promotion after reduction.
14.03 (a) and (c).....	Demotions.
14.03 (b).....	Transfer and then promotions.
14.06.....	Stationary engineers.
18.02.....	Payment for injury above Workmen's Compensation.
18.04.....	Dirty work bonus.
18.05.....	Trades recognition.
19.....	Sick leave.

2.02 *No intimidation or discrimination*

The fact that there is a section of the Industrial Relations and Disputes Investigation Act, prohibiting discrimination as set out in the section, shows the very great importance which the statute attaches to this subject. To delete the provision contained in the agreement and which is similar, only in some respects, to the provisions of the section, is to minimize its importance.

Furthermore, if there is a violation of the statute the company would be confined to pursuing the remedies provided by the Act. In my opinion the company should also be able to proceed against the union for breach of the agreement.

6.04 *Date of error for payments on rates or (of?) pay*

I do not agree with the union's proposal nor with the provisions contained in this section of the agreement.

Any part of a grievance, whether for back pay or otherwise, which is not settled through the grievance procedure must be dealt with by an arbitration board. I con-

sider that back pay, if any, to which the grievor may be entitled, should be and can best be, determined by the board.

13.03 *Seniority for probationary employees*

Seniority for probationary employees is to be carefully distinguished from the number of days during which an employee must work before his union dues are checked off.

In previous years the probationary period was much longer than ninety (90) days in most agreements. This period has gradually been reduced until ninety (90) days is the period of time which is found, generally, in collective agreements.

In my view, with ninety (90) days, the period has been shortened to the irreducible minimum.

Bearing in mind the main purpose of the probationary period, the actual result is that the employee is only on the company's premises for a period of about sixty-four (64) working days. I refer to those companies, of course which, like Polymer, have a five-day week.

### 13.05(b) *Transfer from salary payroll*

I am stating my views on this item later on in my report under the caption "Seniority—Definition".

### *Appendix "A"—Stewards and committeemen*

I believe that the parties are sufficiently near to agreement on this item as to enable them to resolve it by further negotiation.

In any event, the nature of the item is such that I do not consider the Board is in a position to make a recommendation.

At this point I emphasize that while certain proposals were made to the parties during the hearing no attempt was made by anyone to settle "the more difficult items" as recommended in the Chairman's report.

Had such recommendations been put to the parties by the Board I feel confident that greater progress would have been made towards settlement and possibly actual settlement accomplished.

*Union Security*—I agree with the Chairman's suggestions.

*Grievance Procedure*—Not only am I firmly opposed to any provision which would affect an employee's right to file a grievance but I am of the opinion that any wording which would attempt that result is certainly against the intent of Section 26 of the Act, if not against the express provisions of that section.

*Special Work Requirements*—I agree with the Chairman's suggestion that the union accept the company's new proposal "to discuss such arrangements with the union before they are established".

*Night Crews—Turn-arounds and Emergencies*—The company's proposed payment is very liberal. I therefore recommend, in accordance with the Chairman's suggestion, acceptance of the company's proposal irrespective of other possible monetary gains.

*Change of Schedule for Day Employees*—I agree with the Chairman's suggestion.

*Payment for Specified Holiday*—As is made to appear in the company's brief, in August last the company offered to pay time and a half for hours worked on a paid holiday (in addition to holiday pay) which in my view is liberal. My agreement, however, with the Chairman's suggestion is not coupled with any anticipated increased earnings on some other basis.

*Holiday Pay if Not Worked*—I recommend that the two parties continue to discuss this question and resolve their differences taking into consideration the existing practices in comparable industries.

*Vacations*—I recommend that the present vacation plan be continued but revised so

as to enable provision for three weeks' vacation to employees with fifteen or more years of service. The present method of payment should be continued.

*Seniority—Definition*—Seniority is length of service with the company. Vacations, sick benefits, pensions, etc. to which an employee is entitled depend upon those years of service. Why then, for the sole purpose of determining seniority in the bargaining unit, should an employee be discriminated against and thereby deprived of recognition of his years of service merely because those years with his employer have been earned in a job with the company but which job happens to be outside the bargaining unit?

That the above principle is fundamentally sound and fair is generally recognized in collective bargaining agreements and in particular by the OCAW as is evidenced by the following provision:

Seniority shall, for the purposes of this agreement, be calculated so as to include all periods of a person's employment from the earliest date on which he became employed by the company in its operations at Millhaven, Ontario, whether within the bargaining unit or not, excluding however, all periods of employment that occurred prior to a termination of employment other than a lay-off lasting less than twelve months.

The above provision is taken from an agreement signed by the OCAW with Canadian Industries Limited covering its plant at Millhaven, Ont. The same provision is also found in an agreement between the same parties covering the company's Edmonton plant.

I recommend incorporation of the above clause in this agreement.

*Promotions*—I recommend the present clause (10.03) be retained. In so doing I refer to an excerpt, quoted by the company at the hearing, from a decision of an arbitration board which dealt with a grievance under this section.

The decision of the arbitration board, rendered on the 13th day of January 1956, was a unanimous decision.

The excerpt referred to is as follows:

The Board was much impressed with the meticulous fairness of the company's representatives in their method of considering candidates for promotion. The method used is one that might well be copied by other companies in effecting promotions. Undoubtedly, the committee set up under the chairmanship of the Chief Instrument Engineer which decided, virtually unanimously, that Farris had a clear margin of ability over Campbell, are experts in their field, and barring allegations of malice, discrimination, favouritism or the like (none of which are made in this case), their expert opinion must be given the highest respect by this Board.

What do the words, "a clear margin of ability" mean? In our view, they mean a demonstrable superiority (to others) to do the job required of the candidate. Or, to simplify, perhaps, they mean nothing more or less than "who is the better man to do the job?" If they are equal or about equal, Campbell would have been entitled to promotion over Farris, but we are of the opinion that Farris is manifestly much the better man.

Could there be a sounder reason for my recommendation?

*Contracting Out*—I am not prepared to recommend the insertion of any provision for contracting out work by the company irrespective of the innocuous language in which it might be expressed.

Contracts required for the operation of a company's business whether for purchase of equipment, supplies, raw materials, etc., or construction of, or additions to, a plant for those purposes are fundamentally and inherently the responsibility of a company in order that it may manage and operate its business. It does not lie within the realm of collective bargaining and much less is it a "term or condition of employment of employees" within the meaning of the definition of "collective agreement" as set out in Section 2 of the Act.

*Safety and Health*—I have no objection to the inclusion of a clause on this subject since the company has indicated it is prepared to include such a clause if properly framed.

At the hearing before the Board the company offered a provision which is almost identical with that contained in an agreement signed by the OCAW about August last with a company in Sarnia in the same industry.

The clause reads as follows:

The company and the union agree that safe working conditions will continue to be maintained at all times throughout the plant. The company agrees to provide all reasonable safety devices for the protection of the employees and to design and operate the plant with the safety of the employees in mind. The union agrees that collectively and individually its members will co-operate with the company to enforce safety rules for the purpose of protecting the employees and the property of the company, and will recognize and abide by the company's safety practices and accident prevention program as a condition of employment.

I am at a loss to understand the reason that the union has refused to agree to the same provision in the agreement with this company.

*Leave of Absence*—Reasons, for a leave of absence, are many and varied and obviously must depend upon the circumstances of each application.

It seems to me the company's proposals adequately cover a leave of absence for union business.

A leave of absence for reasons other than union business is not provided for in the agreement. However, no evidence was offered by the union indicating that the company's present practice in granting a leave of absence had brought about any difficulties or resulted in any inequitable treatment of an employee. I therefore see no reason for including such a clause in the agreement.

*Chairman and Committeemen Entering Plant while Off Duty*—I agree with the Chairman's suggestion.

*Wages*—First I would like to point out that the data submitted by the union and included in the Chairman's report introduces speculation as to further increases by Imperial Oil and Fiberglass, and an agreed-to increase in Dow Chemical, in 1957.

I do not believe that these possible future increases nor agreed-to future increases can reasonably be compared with the immediate wage offer proposed by this company.

Agreed-to future increases should only be compared with this company's offer with respect to further increases at a future time. Such a comparison could only be made properly, if the agreements provided for the increase at substantially the same time.

In its exhibit the union has chosen to compare the Polymer labour rate with the helper assistant and utility "C" rate (\$1.60 per hour in each case) set out in the appendix of the current Dow agreement "1956-1958."

This should be compared with either the rate for "Utility man rate" (\$1.52) or "Mechanical helper" (\$1.61) presently paid by Polymer and as set out in the union exhibit.

Polymer has offered \$1.56 for labour, \$1.65 for utility man and \$1.75 for helper.

Further I would like to point out that the Chairman's report (p. 32) presents as data supplied from the company's brief the following:

The average rate paid by eight Sarnia companies to operators was \$2.21 compared with \$2.07 paid by Polymer.

It is made quite clear in exhibit 18 of the company's brief that these rates refer to a "Class 1 Mechanic" and not to an "Operator".

The company presented, in its brief, the results of a detailed examination of comparative wage rates in the petroleum and chemical industries, all covered by OCAW agreements, as well as wage rates prevailing in Sarnia industry.

The Chairman has included in his report (p. 32) rates from the company's brief which "best show the basis of its argument".

	Polymer	17 OCAW	11 OCAW (Petroleum)	6 OCAW (Chemical and others)
Operator.....	2.21	2.30	2.37	2.14
Labourer.....	1.44	1.55	1.57	1.50

I observe that Polymer's present rates are about 6 per cent below the average for seventeen companies, about 8 per cent below the petroleum companies and about equal to the average of the chemical companies.

Polymer had offered, prior to the union's request for conciliation services, an initial wage increase of about 8.5 per cent.

The Chairman has pointed out that "this corporation is operating in an area where its neighbours pay high wages." The fact that Sarnia is a high wage area is regularly illustrated by official statistics in which Sarnia has consistently occupied either the first or second position for all Canadian cities in average weekly earnings for hourly paid workers. In fact, the company's brief gives further evidence of this in the weekly wage data which the quoted statistics present for the petroleum and chemical industries and for Sarnia.

In view of the above and in the belief that it should establish industrial peace and stability in a community where Polymer's payroll is substantial I would recommend that:

(a) The company increase its last wage offer by granting an immediate increase of 10 per cent (.14 cents to .22 cents per hour) and a further increase of 3 per cent (.5 cents to .7 cents per hour) at the end of the first year, with a cost-of-living escalator clause during the two-year agreement, or

(b) The company increase its last wage offer by granting an immediate increase of 10 per cent (.14 cents to .22 cents per hour) with a further increase of 5 per cent (.8 cents to .11 cents per hour) at the end of the first year but without a cost-of-living escalator clause.

(Sgd.) G. C. RICHARDES,  
Member.

Dated this 21st day of January 1957.

## Report of Board in Dispute between

Canadian Pacific Railway Company

and

Brotherhood of Locomotive Engineers

Your Conciliation Board appointed in the above matter, consisting of His Honour Judge J. C. Anderson, Belleville, Ontario; the Hon. Senator A. W. Roebuck,

During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation which had been appointed to deal with matters in dispute between the Brotherhood of Locomotive Engineers and the Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions).

The Board was under the Chairmanship of His Honour Judge J. C. Anderson, Belleville, who was appointed by the Minister on the joint recommendation of the other two members, H. B. Bell, QC, Toronto, and Senator Arthur W. Roebuck, QC, Ottawa, nominees of the company and union respectively.

The text of the report is reproduced here.

QC, Toronto; and Mr. H. Brooke Bell, Toronto, met the parties on November 21, November 22, December 6, December 7, at Toronto; on December 15, at Belleville; on December 19, at Toronto; and on January 21, 1957, at Ottawa.

At these sittings, the evidence, the full submissions and the arguments of the parties were heard, dealing with all matters in dispute which were referred to the Board.

Following the formal submissions, the Board met the parties in further discussions and negotiations.

The parties were represented as follows:

*For the Company:*

S. M. Gossage, Manager Labour Relations;

A. M. Hand, Assistant Manager Labour Relations;

K. Campbell, Assistant Manager Labour Relations;

J. Pearson, Assistant Solicitor, Montreal.

*For the Brotherhood:*

U. W. Carpenter, Assistant Grand Chief Engineer and Chairman of Negotiating Committee;

D. M. Paltiel, Economist;

John Woodard,

G. C. McCorquodale,

Wm. Coleman,

John Marshall,

Members of the Negotiating Committee of the Brotherhood.

Your Board, having carefully weighed the evidence and submissions of the parties, with due consideration for what was said during the subsequent negotiations, now unanimously recommends as follows:

The present collective agreement to be renewed and extended as from 1st May 1956 to 30th June 1958 and thereafter, until revised or superseded, subject to sixty days' notice by either party at any time after the 1st May 1958, subject only to the following changes and amendments:

A. That all existing basic wage rates, special allowances, differentials and arbitraries in all classes of service shall be increased as follows:

(i) Effective 1st May 1956 by 7 per cent above rates in effect 30th April 1956.

(ii) Effective 1st June 1957 by a further 5 per cent above rates in effect 30th April 1956.

B. Effective 1st February 1957 all basic wage rates, special allowances, differentials and arbitraries in passenger service on Prairie and Pacific Region shall be increased by 6 per cent of rates in effect 30th April 1956. (This is in addition to the increases specified in subparagraphs (i) and (ii) of Paragraph A above.)

C. Effective 1st February 1957 all basic wage rates, special allowances, differentials and arbitraries in freight service on Prairie and Pacific Region shall be increased by one-half of 1 per cent of rates in effect 30th April 1956. (This is in addition to the increases specified in subparagraphs (i) and (ii) of Paragraph A above.)

D. Effective 1st February 1957 preparatory and final inspection allowances on diesel locomotives in run-through service, both

passenger and freight, Prairie and Pacific Region, shall be a minimum of fifteen minutes each.

E. Effective 1st September 1957 all regularly assigned yard engineers shall receive eight hours pay at *pro rata* rate for each holiday hereafter specified, provided it does not fall on their assigned days off or during their vacation period. When an assignment is cancelled for a statutory holiday as herein specified, the eight hours' pay specified above shall be at the rate of pay for the class of engine last worked on the assignment. If required to work on any such specified holiday, they shall receive pay for work performed in accordance with regular schedule provisions in addition to the day's pay specified above. An employee whose assignment requires him to work on such specified holiday and who fails to fulfil his assignment, shall not receive any pay on account of such holidays. Work done on shifts commencing between 12.00 midnight and 11.59 p.m., both inclusive, on the specified holiday shall be considered as work on the specified holiday.

The specified holidays referred to are:

New Year's Day  
Good Friday  
Dominion Day  
Labour Day  
Thanksgiving Day  
Christmas Day

provided that when any of the above holidays fall on Sunday, the day substituted by the Federal Government shall be observed.

Spare yard engineers required to work on any of the specified holidays shall be paid in accordance with regular schedule provisions and shall receive, in addition, eight hours' pay at *pro rata* rates.

F. Effective 1st January 1957 the wage rates as provided in this report include an amount equivalent to \$4.25 a month in lieu of health and welfare benefits.

Should the Brotherhood of Locomotive Engineers at some future date request a health and welfare plan involving contributions from the Railway, the equivalent allowance of \$4.25 will be automatically converted for payments of health and welfare plan that may be adopted.

G. Effective 1st February 1957 yard rates of pay and conditions shall apply to locomotive engineers assigned to work between Tadanae and Warfield, B.C.

- H. (i) Effective 1st February 1957 the operation of work trains on Prairie and Pacific Region shall be governed by the conditions specified in Subsection (2) of Paragraph (b) of Article 8 of the Prairie and Pacific Regions Agreement for all trips instead of only for one trip.
- (ii) Effective 1st February 1957 the allowance specified in Paragraph (c) of Article 8, Prairie and Pacific Regions Agreement, shall be thirty minutes instead of one hour for diesel locomotives used in work train service.
- I. The company will take off their records contained in Form 178 as corrected the total number of run-throughs of locomotives in passenger and freight service separate, steam and diesel separate, on the Prairie and Pacific Regions, for the months of July and November 1956. They will also furnish for diesel run-throughs the number of units constituting the diesel locomotive. The company will also furnish particulars of compensation paid locomotive engineers in road freight and passenger service separately on the Prairie and Pacific Regions for the year 1956 by months.
- If the parties are unable to agree on the correct percentage increases as set forth in paragraphs B and C hereof that should be applied on the basis of this information to locomotive engineers in road freight and passenger service on the Prairie and Pacific Regions to offset reductions made in run-through arbitraries as set out in this Report, the matter will be referred to a firm of chartered accountants

acceptable to both parties for a final decision. In the event of failure of the parties to agree upon a firm of chartered accountants, the Board will nominate a firm which shall be accepted by both parties. The expenses for the services of such chartered accountants shall be borne equally by the two parties.

The final percentage to be applied, notwithstanding the finding of such chartered accountants, shall not be lower than the equivalent of one-half of 1 per cent in road freight service and 6 per cent in passenger service, taken together, or more than the equivalent of 1 per cent in road freight service and 8 per cent in passenger service, taken together.

Any adjustment in percentages made effective as a result of this study shall be effective from 1st February 1957.

The information to be drawn from the Forms 178 and company payroll records shall be furnished as soon as possible but, in any event, not later than 1st March 1957.

It is the Board's sincere hope that the recommendations above set forth will be accepted by the parties and be implemented by the execution of an agreement expressed in appropriate language.

All of which is respectfully submitted, and dated at Belleville this 24th day of January 1957.

(Sgd.) J. C. ANDERSON,  
*Chairman.*

(Sgd.) A. W. ROEBUCK,  
*Member.*

(Sgd.) H. BROOKE BELL,  
*Member.*

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## Canadian Railway Board of Adjustment No.1

### Releases Decisions in Four Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in four cases, two of which were heard on November 13 and two on December 11, 1956.

One case concerned a dispute regarding hosting being done by labourers and subsequent claims for run-arounds by Three Rivers firemen; the second was in connection with the method of compensation for firemen working on a mixed train; the third

concerned the basis of payment for train crews assigned to trains operating between Montreal and Toronto; and the fourth was about the refusal of the company to reinstate an engineman who had been dismissed for a violation of operating rules.

In the first case the stand taken by the employees was "in effect" sustained and the matter referred back to the parties for further negotiation on part of the question in dispute; in the second and third cases

the contention of the employees was not sustained, and in the fourth the contention of the employees was sustained in part.

The four disputes and decisions are summarized here:—

**Case No. 672**—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning hostling being done by other classifications at Three Rivers and subsequent claims for run-arounds by Three Rivers firemen.*

The union contended that from March 1 to March 5, 1955, 40 engines had been hostled by labourers and other classifications at Three Rivers. It further claimed that it was "a known fact" that the Brotherhood of Locomotive Firemen and Enginemen was legally certified as bargaining agent for hostlers and held the contract covering such work.

Consequently, the union maintained, the Company should have called a fireman as hostler or, if one was not available, the incoming or outgoing firemen should have been used to hostile and been paid as outlined in the agreement.

The Company contended that there was nothing, and could not be anything, in the agreement with the union that gave hostlers or firemen the exclusive right to all hostling service; and that since the inception of the Company certain other classes of employees had been required, and had had the right, to perform hostling service where the number of engines handled did not warrant the assignment of hostlers. The Company asserted that the number of engines handled at Three Rivers on the dates and at the times listed by the union did not warrant the employment of hostlers.

The Board "in effect" sustained the contention of the Brotherhood for work as hostlers under the contract, and directed that the matter be referred back to the parties for negotiation regarding the number of engines to be handled at a given point which would warrant establishment of hostlers' positions.

**Case No. 673**—*Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning the method of compensation for firemen working on mixed train operating between Ottawa and Waltham.*

The employees contended that firemen on the Ottawa-Waltham run, who were then being paid on a continuous basis, should be paid for two separate trips, one

each way. Before a change of timetable in September 1955 they had been paid in the latter manner, the union stated.

The Company contended that since September 26, 1954, when mixed trains were substituted for passenger trains on the run, the engine crews had been paid on a continuous basis instead of for single trips, and it claimed that it had the right to set up assignments on a straight-away or turn-around basis pursuant to an article of the agreement.

The contention of the employees was not sustained.

**Case No. 674**—*Dispute between Canadian National Railways (Central Region) and the Brotherhood of Railroad Trainmen concerning basis of payment for train crews assigned to two trains operating between Montreal and Toronto, effective October 1, 1956.*

On April 10, 1956, train crews had been assigned to two trains operating between Montreal and Toronto which were then shown in the working timetable as mail trains, handling mail and express traffic exclusively. The train crews had been paid the through freight rate while so assigned. On September 30, 1956, the trains had been designated as passenger trains in the timetables, and the method of compensating the crews had been changed to passenger rates.

The union contended that the reclassification of the trains to passenger-carrying trains with no reasonable anticipation of material change in traffic handled should not disturb the former method of compensating crews; it quoted an article of the current agreement in support of its stand. A note attached to the article was quoted:

The incidental handling of passengers by crews ordered to handle milk, express or other unclassified service will not change payment from through freight to passenger rate.

The Company maintained that although the trains in question had been originally established to expedite the handling of certain mail and express traffic, a survey conducted after the inauguration of these trains had shown that the number of cars being handled on the trains would allow a passenger car or cars to be added, and that there had been a growing number of passengers to patronize the trains after they had been advertised as passenger trains. The Company further contended that the note appended to the article quoted by the union had no bearing on the present situation, since the handling of

passengers on these trains was not *incidental* to the handling of mail and express traffic. It contended that it had a right to use its judgment in establishing an assignment, and later to change such assignment to another category.

The Board did not sustain the contention of the employees.

**Case No. 675**—*Dispute between the Algoma Central and Hudson Bay Railway Company and the Brotherhood of Locomotive Engineers concerning the refusal of the Company to entertain a request to reinstate an engineer dismissed for violating operating rules.*

An engineer accepted an uncompleted train order from the conductor and moved his train, which collided with an obstruction within yard limits. All members of the crew were dismissed after an investigation into the accident; eight weeks later all were reinstated except the engineer. The Company said the engineer, because of a rule violation, had been

involved in a serious accident three years earlier, after which he underwent a nine-month suspension, and that it was convinced "it would not be in the interests of safety or the best interests of safety to do so".

The employees admitted that there had been some mishandling of the train orders and that the locomotive engineer should have been more alert when accepting the orders, but maintained that as all of the crew involved in the matter had been returned to service the same consideration should be given to the engineer.

The Company said that it viewed seriously irregularities in train orders and rules violations.

The Board sustained the contention of the employees to the extent of directing reinstatement of the engineer as a locomotive fireman in freight service, with the further recommendation that the Company give consideration to his ultimate restoration to full service as locomotive engineer.

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## **U.S. Railway Unions Seek Severance Pay Program**

The AFL-CIO executive joined rail union officials last month in a vote to support a nation-wide, three-way, severance pay program for railroad workers fired as a result of technological progress.

Union action for severance protection against a layoff trend was taken at a meeting between AFL-CIO's Railway Employees' Department and the Railway Labor Executives Association in Miami, Florida.

The former represents six international unions and seven crafts. The latter now represents all rail labour organizations except the Brotherhood of Locomotive Engineers.

The program would cover workers if dismissed as the result of: (1) mergers; (2) consolidation of facilities of two or more roads without merger approval by the Interstate Commerce Commission; and (3) installation of labour-saving techniques: namely, use of bigger locomotive units and the longer trains, mechanized maintenance, push-button yards, etc.

The new severance pay move followed closely on the heels of considerable dissatisfaction, expressed among union officials privately, concerning a recent severance pay settlement signed between the Chicago & North Western Railroad and 12 rail unions.

## **Conciliation Device Written Into Australian Contract**

The setting up of a special conciliation committee which has the effect of bypassing the new Federal Arbitration Commission recently established in Australia (L.G. Aug. 1956, p. 957) is provided for in a new collective agreement covering about 25,000 building trades workers in Melbourne.

One of the provisions of the new agreement is for a seven-day cooling off period between the date on which an industrial issue arises and the beginning of a work stoppage. During this time it will be the duty of the conciliation committee to deal with the matters in dispute. Such matters would normally have been referred to the Commission. Except on questions of the basic wage, margins and standard hours, the unions concerned have undertaken not to approach the courts or wages boards on behalf of members covered by the new contract during its term.

At the last regular conference of the Australian Council of Trade Unions, certain proposals recommended to the conference by a committee on arbitration were adopted. These involved a modification of compulsory arbitration as a means of settling industrial disputes in favour of collective bargaining, and the conciliation provisions of the new agreement are the first tangible evidence that some unions are moving in this direction.

# COLLECTIVE AGREEMENTS

## Wage Changes and Other Revisions in Agreements Negotiated in 1956

Wage increases in instalments over two or more years were outstanding feature of agreements reached in period October 1, 1955, to October 1, 1956. About 90 per cent of agreements studied provided wage increase

Wage increases in instalments spread over two or more years were an outstanding feature of collective bargaining during the period October 1, 1955, to October 1, 1956.

Information taken from a sample of more than 500 contracts shows that wage increases were agreed upon in approximately 90 per cent of the settlements. This proportion is greater than similar percentages calculated from samples of collective agreements negotiated in the previous two years, but is not quite as large as the figures for 1951 and 1952, shown in Chart 1.

The sample of agreements used numbered 545, and the workers covered by them totalled 425,181. It was impossible in approximately 5 per cent of the contracts to determine whether or not the general wage level had been changed, either because no previous agreement was available for comparison or because job classifications had been substantially changed. Among the 517 contracts from which wage comparisons were possible, 474, covering 397,347 workers, provided increases in rates (see Table 1).

**Contract Duration**—More than half of the 474 contracts providing wage increases

will remain in force for more than one year. This is in contrast to the predominance of one-year agreements in the past. For example, from an analysis of some 600 agreements in 1954, it was found that more than 80 per cent were effective for one year or less. A comparison of the durations of the agreements examined in the two years is given in Chart 2.

**Distribution of Wage Increases**—For purposes of examining the amounts of wage increase, the agreements were divided into those having a duration of one year or less and those having a duration of more than one year. This was done because a large proportion of the longer-term contracts provide for automatic wage increases in the future.

Two-year agreements frequently provide an increase of a stated amount effective at the date the contract comes into force and a further increase of a stated amount at the beginning of the second year. Agreements of longer than two years may provide deferred increases automatically at each anniversary date.

A distribution of the wage increase settlements in one-year agreements is shown in Table 2. In some of these contracts

**TABLE 1.—WAGE CHANGES IN 545  
COLLECTIVE AGREEMENTS  
NEGOTIATED DURING PERIOD OCT. 1,  
1955—OCT. 1, 1956**

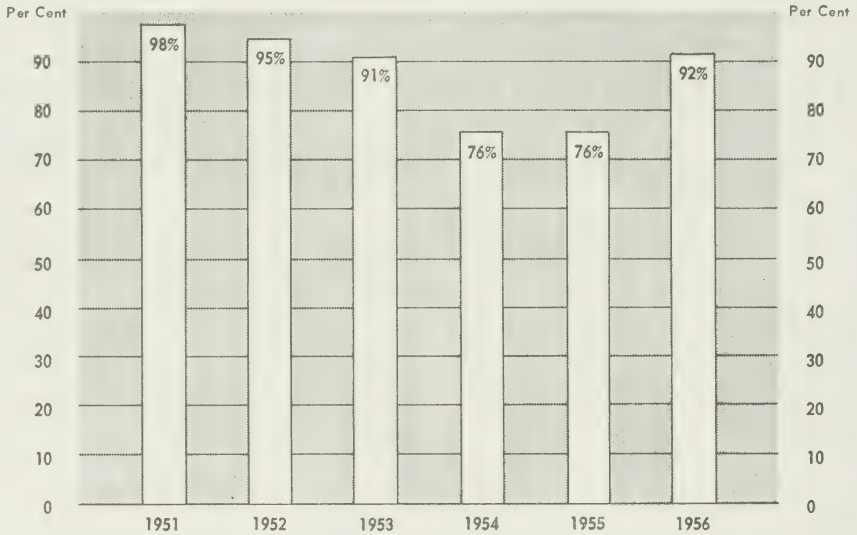
Wage Provision	Agreements		Workers Covered	
	No.	%	No.	%
No Change.....	43	7.9	11,457	2.7
Unknown.....	28	5.1	16,377	3.9
General Increase.....	474	87.0	397,347	93.4
Totals.....	545	100.0	425,181	100.0

**TABLE 2.—AMOUNT OF WAGE INCREASE  
IN AGREEMENTS OF ONE YEAR'S DURA-  
TION OR LESS, OCT. 1, 1955—OCT. 1, 1956**

Amount in Cents per Hour	Agree- ments	Workers Covered
1 — 4.9.....	38	33,321
5 — 9.9.....	119	89,284
10 — 14.9.....	43	41,976
15 — 19.9.....	13	4,474
20 — 24.9.....	3	1,635
25+.....	—	—
Totals.....	215	170,690

Chart 1

**PROPORTION OF COLLECTIVE BARGAINING SETTLEMENTS GRANTING GENERAL  
WAGE INCREASES 1951-1956 BASED ON SAMPLES OF COLLECTIVE AGREEMENTS\***



\*1951, 1952 and 1953 on calendar year bases, other years Oct. 1 to Oct. 1

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the increase becomes effective in two or more stages throughout the year. In such cases, the total amount was used. As was true for the previous year (L.G. 1955, p. 1389), most of the increases are in the range of 5 to 9.9 cents per hour. However, in the most recent year there was a substantial number of increases in the higher ranges as compared with the 1955 findings.

Table 3 gives a distribution of the wage increases provided in the longer-term agreements. The vertical columns show the increase range in the first year. The amount that will become effective in the future year or years can be read from the horizontal columns.

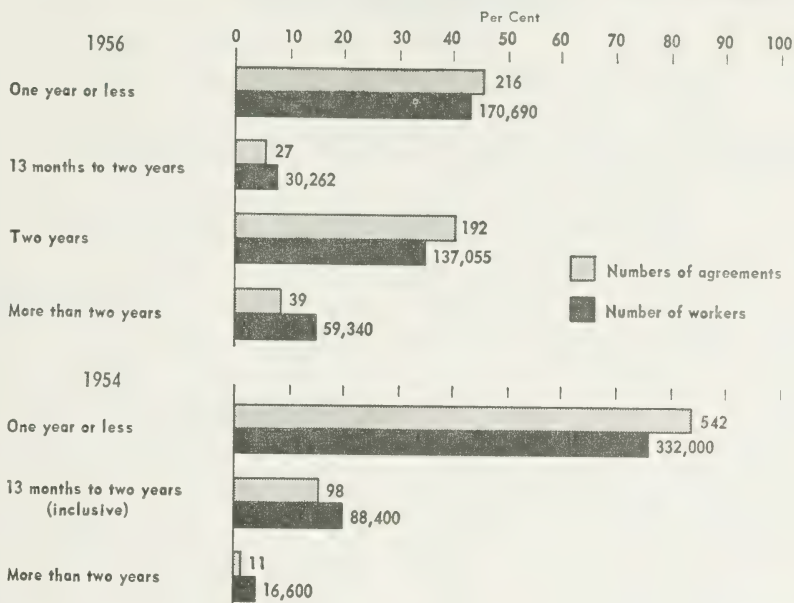
It will be noted that more than 60 per cent of these agreements provide an automatic increase or increases after the first

**TABLE 3.—AMOUNT OF WAGE INCREASE IN AGREEMENTS OF MORE THAN ONE  
YEAR'S DURATION, OCT. 1, 1955—OCT. 1, 1956**

Amount in Cents per Hour Subsequent Years	Amount in Cents per Hour First Year											
	1 — 4.9		5 — 9.9		10 — 14.9		15 — 19.9		20 +		Totals	
	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.	Agts.	Wkrs.
Nil.....	14	4,874	40	25,499	22	15,666	11	12,434	10	7,427	97	65,900
1 — 4.9.....	16	2,664	23	18,534	7	4,435	3	2,709	1	3,154	50	31,496
5 — 9.9.....	5	2,830	38	36,366	27	29,713	3	10,865	4	4,300	77	84,074
10 — 14.9.....	3	1,568	7	17,787	10	14,424	2	165	—	—	22	33,944
15 — 19.9.....	—	—	4	546	3	2,179	2	2,330	—	—	9	5,055
20 +.....	—	—	1	1,112	—	—	1	5,057	1	19	3	6,185
Totals.....	38	11,936	113	99,844	69	66,417	22	33,560	16	14,900	258	226,657

Chart 2

## DURATION OF COLLECTIVE AGREEMENTS 1954 AND 1956 FROM SAMPLE STUDIES



601-126-8

year, and the proportion varies with the length of the contract. For example, a small minority of the contracts effective for more than one but less than two years provide an increase after the first year. But two-thirds of the two-year agreements, and more than 80 per cent of those effective for more than 2 years, make provision for deferred increases.

Among the 97 agreements that do not make provision for increases in subsequent years, the most frequent amount was again in the 5 to 9.9 cents-an-hour range, but a substantially larger number of the increases were above this range than below.

For the greater proportion of contracts giving wage increases beyond the first year, the largest number provide 5 to 9.9 cents initially and a further increase of 5 to 9.9 cents in the future. Most of these are two-year agreements with increases approximately equal in amount in each year.

Other common arrangements are: 10 to 14.9 cents in the first year and 5 to 9.9 in the future; 5 to 9.9 cents for the first year and a further 1 to 4.9 cents; first-year increases of 10 to 14.9 cents and future increases of the same amount; 1 to 4.9 cents in each of two years.

**Other Changes**—In examining the agreements for wage revisions, a check was also

made for changes in vacation plans, statutory holidays, hours of work, and the frequency of cost-of-living escalator clauses. In addition, new pension plans and group health insurance plans were noted.

In about 26 per cent, revisions were made in vacation plans, either in the form of an added week or a reduction in the service requirements or both. In 45 agreements, employees with 15 years' service will now be entitled to a third week of vacation either through a reduction from a longer period of service or through the addition of a third week where none previously existed. Twenty agreements added a fourth week of vacation or reduced the service requirements for a vacation of this length. Most frequently, the fourth week is granted after 20 or 25 years. The service requirement for a vacation of three weeks was reduced to 10 years in 19 contracts, and a vacation of two weeks after service of three years or less was made the rule in 12 contracts.

Additions were made to the number of paid holidays in 12 per cent of the agreements, added holidays to a total of eight or nine a year being the most common change.

(Continued on page 364)

# LABOUR LAW

## Legal Decisions Affecting Labour

**Injunction against picketing upheld in Alberta. Representation vote order of Quebec Labour Relations Board is quashed by Superior Court**

The appeal court in Alberta has held that an injunction restraining picketing for the purpose of persuading members of other unions to stop work and thus to break their agreements was properly granted.

In Quebec, a writ of prohibition against directing a representation vote was upheld by the Superior Court on the ground that the Labour Relations Board had failed to supply the company concerned with complete documentation regarding the union's request for recognition.

In Wisconsin, which has the educational type of fair employment practices legislation, the Wisconsin Circuit Court, in dismissing an action in equity instituted by two Negroes against a union which had refused them membership because of their colour contrary to the recommendation of the Wisconsin Industrial Commission, held that union membership was not a legal right, and consequently the Court could not order the union to cease its discriminatory practices.

### Supreme Court of Alberta . . .

**. . . finds picketing for the purpose of inducing a breach of contract unlawful; upholds injunction**

On December 13, 1956, the Supreme Court of Alberta upheld the decision of a trial judge who granted a permanent injunction against picketing on a Calgary construction project and awarded the contractor \$1,000 damages for the loss sustained by him when employees on the project would not cross the picket line.

The construction firm of Bennett and White Alberta Limited had a contract for the erection of a store addition, car parking building, and a tunnel between the two buildings, for T. Eaton Co. Ltd. Budd Bros. Ltd. had a subcontract to do the excavating.

In February 1956, Van Reeder, a member and representative of the Interna-

tional Union of Operating Engineers, approached James Budd, President and Managing Director of Budd Bros. Ltd., and asked him to sign a collective agreement. Mr. Budd said he had no objection to signing the agreement provided his men joined the appellant's union. Van Reeder, with the permission obtained from the president of Budd Bros. Ltd., canvassed its employees but they refused to join the union, giving personal reasons for not joining. There was no suggestion that anyone connected with either contractor influenced the men in their decision.

About March 15 or 16, Van Reeder informed the office of the manager of Bennett and White of the intention of setting up a picket line. Van Reeder and his union knew that although Budd Bros. Ltd. had no union employees working, there were employees of Bennett and White who were members of certain unions, and that according to the constitution of those unions, their members were not permitted to cross the picket lines.

On March 23, a picket line was placed and remained all day, until an interim injunction granted by the Chief Justice of the Trial Division was served on Van Reeder. Each picketer carried a placard which stated that there were non-union operators on this building. As the result of picketing, about 30 carpenters and 20 labourers left the job and the work on the project was interrupted for one day.

The case came first before the trial court, the company alleging that Van Reeder and his union "did improperly form and maintain a picket line around the side

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

of the project thereby refusing entrance to the respondent's workmen". By an amendment before trial, alternative claims were set up: (1) that the defendant had wrongfully induced or procured a large number of respondent's workmen to leave their work without notice; and (2) that the formation and maintenance of the picket line constituted a nuisance.

The trial judge refused to decide whether the conduct of the picketers constituted a nuisance but held that they committed an unlawful act by their conduct, which had caused or induced a breach of the contract of employment existing between the respondent and members of other unions who quit their jobs as a result of the picket line. In the opinion of the judge,

...the whole object of the so-called picketing was to bring operations to a standstill. It was not done with the intention of informing the public of anything whatsoever; the public had no interest or concern in this matter. There can be no doubt whatsoever that the object of this so-called picket line was not to obtain or impart information from or to anyone, but was to induce members of other unions who were employed on this job to refuse to cross the picket line and thereby bring the operation to a halt. Now, that, in my very definite view, is an unlawful act.

I am not going to decide whether or not this was a nuisance but there is no doubt at all in my mind that it did constitute an attempt to interfere with the contractual relations between third persons, and that it actually succeeded in that purpose.

The trial judge stressed the fact that there was no agreement of any kind between the defendant union and anyone else involved in this action. Moreover, there were no members of the defendant union employed on this job.

In reaching his decision the trial judge followed the judgment in a British Columbia case, *Comstock v. Scott* (1953-54) (L.G. 1954, p. 119) where it was held that: "Picketing merely for the purpose of communicating or obtaining information is not a ground for injunction but it is wrongful and can be enjoined if it is carried on for other purposes." He quoted further from the same case:

It is quite clear that the purpose of the placard and of the picket line was not to give information to the public, for there were no members of the public concerned, but to persuade the members of the other trades to stop work, contrary to their agreements, not to cross the picket line, and thus tie-up the operations of the company.

In the opinion of the judge, this was exactly what happened in the case before him. His ruling was that the injunction

was properly granted and should remain permanent. Also he awarded the plaintiff \$1,000 damages against both defendants for the actual breach of contract of workmen with whom the plaintiff had contractual relations.

Van Reeder and the union concerned appealed the decision of the trial judge. The appeal was dismissed by the Supreme Court of Alberta, on December 13, 1956.

Mr. Justice Johnson, in reasons for decision with which Mr. Justice Porter concurred, said that the trial judge had correctly stated the law applicable in this case. In his opinion the British Columbia case *Williams v. Aristocratic Restaurants* (1947) Ltd. (L.G. 1951, p. 371 and p. 1553) relied upon by the appellants was not relevant in this case. The cause of action in the case at bar was the procuring or inducing of a breach of contract, while in the *Williams* case there was no contract which had been breached by the act of the union members. There was, besides, legislation in British Columbia different from the legislation in Alberta considered in that case.

Mr. Justice Johnson referred to the English case *D.C. Thomson & Co. Ltd. v. Deakin* (1952) 1 Ch 646, (1952) 2 All ER 361, which, he said, settled the law with respect to causing or procuring breach of contract. From it he quoted a statement by Lord Justice Jenkins enumerating four necessary ingredients to this actionable wrong:

But, while admitting this form of actionable interference in principle, I would hold it is strictly confined to cases where it is clearly shown, first, that the person charged with actionable interference knew of the existence of the contract and intended to procure its breach; secondly, that the person so charged did definitely and unequivocally persuade, induce or procure the employees concerned to break their contracts of employment with the intent I have mentioned; thirdly, that the employees so persuaded, induced or procured did in fact break their contracts of employment; and fourthly, that breach of the contract forming the alleged subject of interference ensued as a necessary consequence of the breaches by the employees concerned of their contracts of employment.

In Mr. Justice Johnson's opinion each of these four necessary elements to commit the tort of causing or procuring breach of contract was present in the case at bar. Another passage from the same judgment, in his opinion, accurately described the present case:

Nevertheless, I think that in principle an actionable interference with contractual relations may be committed by a third party who, with knowledge of a contract between two other persons and with the intention of

causing its breach, or of preventing its performance, persuades, induces or procures the servants of one of those parties, on whose services he relies for the performance of his contract, to break their contracts of employment with him, either by leaving him without notice or by refusing to do what is necessary for the performance of his contract, provided that the breach of the contract between the two other persons intended to be brought about by the third party does in fact ensue as a necessary consequence of the third party's wrongful interference with the contracts of employment.

Counsel for the appellants pleaded that an association pursuing its own interest cannot be held responsible for the injury it might cause and cited the case *Sorrell v. Smith* (1925) AC 700, 94 LJ, Ch. 347, as authority for this. However, Mr. Justice Johnson considered the *Sorrell* case as irrelevant because it did not involve the procuring of a breach of contract, while in the case at bar, inducing the breach of contract was the direct method used by the appellants to attain their aim and was not merely an incidental result.

Mr. Justice Johnson, like the trial judge, did not consider it necessary to deal with the question of nuisance, because the present case was properly decided on other grounds. Concluding his judgment he said:

I have mentioned that there is not in Alberta any Act similar to the *Trade-Unions Act* of British Columbia or the trade unions or *Trade Disputes Act*, 1906, of England (6 Edw. VII, ch. 47). Even if such Acts were in force here they would not affect this decision. The English Act requires that what is done be done in contemplation or furtherance of a trade dispute. There was here no dispute either in being or contemplation. As the real object of the picketing was not to inform the public but by exerting pressure on members of other unions to bring the work to a stop, the British Columbia Act would not apply to this case: *Hammer v. Kemmis* (1956) 18 WWR 673.

Mr. Justice Clinton J. Ford, while concurring with Mr. Justice Johnson as to the statement of facts and the legal results that followed, dealt more expressly with refuting what he considered to be the main arguments advanced by the appellants.

Counsel for the appellants contended that no breach of contract between Budd Bros. Ltd. and its employees occurred or was procured by the appellants, but even if it were so, the picketing activities of the appellants were for the purpose of advancing the legitimate interests of the union and this was legal justification for their actions and relieved them from responsibility for any consequential injury sustained by the respondent. Contending

this, the appellants relied on the authority of *Sorrell v. Smith*. However, in that case, as pointed out by Mr. Justice Johnson, no breach of contract was procured by anyone. The question for decision was whether there was a conspiracy to injure the plaintiff in his business of retailing newspapers; whether the act or acts complained of which caused loss and hurt to the plaintiff were done with the purpose of injuring the plaintiff, or was the true motive of the acts something else, such as for instance the furtherance of the defendant's own business? The court found no illegal means and no conspiracy to injure. The plaintiff suffered injury to his business as the result of what the defendants did, but injury was incidental to the trade war and clash of policies.

The same line of reasoning, according to Mr. Justice Ford, the appellants seek to apply to their advantage in the case at bar. But the question at issue here is not an unlawful conspiracy to injure, but the procuring of a breach of contract. The evidence points to the fact that the appellants formed the picket line for the immediate if not predominant purpose of procuring the breach of contract. It may be accepted that they also had in mind to advance thereby the interests of their trade union, but this is not legal justification for committing a tortious act that in itself created common law liability. Furthermore, the appellant trade union, as pointed out by the trial judge, did not have a contract with the plaintiff, or with Budd Bros. Ltd., its subcontractor whose employees were induced or procured to break their contract, nor were any employees of this company members of the appellate union. In such a situation it had no trade union rights to protect.

Afterwards, Mr. Justice Ford considered the *Williams v. Aristocratic Restaurants* case on which the appellants relied. In his opinion, in that case the question of breach of contract did not arise, but the main issue turned out to be whether or not the picketing amounted to a nuisance and the majority decision of the Supreme Court of Canada was that it did not. As the present appeal does not turn on the question of a nuisance, therefore the *Williams* case does not assist the appellants.

In concluding his reasons, Mr. Justice Ford stated:

It will be readily seen that the result of this appeal in no way affects the question of the right to carry on peaceful picketing where the object is to receive and impart information, and neither a nuisance nor trespass results from the methods employed, and a trade dispute exists. Nor does this

decision affect in any way the right of a trade union to be certified as the bargaining agent of the employees of any unit of a business and to enter into a collective agreement on behalf of the employees of such unit under *The Alberta Labour Act*, 1947, ch. 8.

The appeal was dismissed with costs. *Bennett and White Alberta Limited v. Van Reeder and International Union of Operating Engineers Local 933* (1957) 20 WWR. 369.

### Quebec Superior Court . . .

. . . rules firm must receive copy of application for certification before representation vote ordered

In a decision given at Montreal on April 11, 1956, the Quebec Superior Court upheld the writ of prohibition suspending two decisions of the Labour Relations Board of the Province of Quebec directing a representation vote, because the Board refused to transmit to the company concerned a copy of the request for recognition.

The facts of the case, as related by Mr. Justice Caron in his reasons for judgment, were as follows:—

*Miron et Frères Limitée* is a construction company operating in the Montreal region employing, according to the season, from 900 to 2,000 workers of various trades.

On September 28, 1955, *l'Union des Chauffeurs et Employés de Construction Mobile, de Cimenterie et d'Asphalte*, organized a strike and, by using violence and by blockading the company's workshops, caused the suspension of normal work up till October 19, 1955. This strike was illegal under Section 24 of the Labour Relations Act of the Province of Quebec, as no association of employees was certified to represent the employees of the company.

On October 17, the representatives of the union and of the company met at the office of the Prime Minister of the province and reached an agreement which provided that the employees should return to work as soon as possible according to the company's requirements; the trade union should act according to law and present to the Labour Relations Board a request for certification as a bargaining agent of the employees "following the procedure established for this purpose"; later a vote by secret ballot would be taken among the workers employed by the company on September 28, 1955.

On October 21, the company received from the Labour Relations Board a letter dated October 20 notifying it that a request

for certification of the above mentioned union dated October 19 had been received, and enclosing a letter addressed to the Board by the union's legal representative. In this letter, dated October 18, the representative stated that he was forwarding to the Board an application for certification, and he referred to the agreement reached in the Prime Minister's office and mentioned that the employees charged with serious criminal offences would be excluded from voting. Attached was a copy of the minutes adopted at a meeting of the employees held on October 18, the notice of which was given to the employees at a meeting held the previous day, and by newspapers and radio. The Board asked the company to prepare the payroll of all workers in employment of the company on September 28, 1955, and stated that the company had seven days to send in its representations.

On October 25, the company, by a registered letter, asked the Board for a certified copy of the application for certification submitted by the union and for a copy of documents attached to this request, in order to present the company's remarks and objections, when necessary.

On October 27, without giving the company a hearing, the Board issued a decision ordering a representation vote by secret ballot among the employees of the company, employed on September 28, 1955, and whose names appeared on the payroll of September 28, 1955. Foremen, supervisors, shippers, office workers, and those against whom criminal charges were laid were to be excluded from voting.

A copy of this decision of the Board was sent to the company the same day.

On October 31, in a letter addressed to the Board, the company, after acknowledging receipt of this decision, expressed its surprise that such decision could be taken by the Board without giving a previous notice to the company and without the company having an opportunity to present its claims, and asked the Board to send without delay the documents requested in the communication of October 25 (a copy of the request for certification with accompanying documents).

The Board refused and continued to refuse to do so.

On November 3, a hearing was arranged by the Board with the representatives of both the company and the union taking part. At this meeting the company explained the meaning and the scope of the verbal agreement of October 17; and said that the Board did not have the right to intervene by a decision in this matter, alleging that if the parties failed to agree

regarding a vote which would depart from the procedure established by the Board, then the latter should apply the law within the sphere of its jurisdiction. Once more, the company asked for a copy of the request for certification, but in vain.

On November 16, 1955, the Board rendered its second decision, which dealt with the first decision of October 27, the request for recognition of October 19, and with representations made at the hearing on November 3. Considering the submissions made by the parties as the result of the first decision and the hearing that followed on November 3, the Board ruled on such matters as the list of voters; persons to be considered as foremen; the right of voting of workers on St. Lawrence Seaway project; the method of determining who was employed on September 28, 1955, and thus entitled to vote; and fixed the date of the representation vote for November 25, from 5 a.m. till 9 p.m.

Following the second decision of the Board, the company concerned applied for and was granted a writ of prohibition suspending the decisions of the Board. The Board contested this writ of prohibition by inscription in law based exclusively on Section 41a (b) of the Labour Relations Act. Section 41a reads as follows:

Notwithstanding any legislative provision inconsistent herewith,

- (a) the decisions of the Board shall be without appeal and cannot be revised by the courts;
- (b) no writ of *quo warranto*, of *mandamus*, of *certiorari*, of prohibition or injunction may be issued against the Board or against any of its members acting in their official capacity;
- (c) the provisions of article 50 of the Code of Civil Procedure shall not apply to the Board, or to its members acting in their official capacity.

In the opinion of the court, if the Board acted within the scope of its functions and powers it is protected by Section 41a; but if the Board went beyond its powers or exceeded its jurisdiction it is not protected by that provision.

Of all the submissions of the company challenging the validity of the Board's decision, Mr. Justice Caron found validity in the claim that the Board refused and was still refusing to supply the company with the copies of the request for recognition and of the relevant documents attached to it. In his opinion this complaint was far more serious than anything else invoked by the company.

It was the Board, the judge said, which invited the company to reply or contest the union's application for recognition. These representations were necessarily linked with the request made by the union. Was the meeting of employees properly called and was it representative of the employees? Was it conducted in an orderly way without fraud or pressure? Was the meeting dominated by Communists? Was the application properly completed and signed? How could the company logically reply without exact knowledge of the request and its accompanying documents, which according to the agreement of October 17 should be presented "following the procedure established for this purpose"?

In Mr. Justice Caron's opinion, the Board, without giving any motive, contrary to all customs and rules of judicial procedures, decided to make rulings in a dispute after having refused three times to communicate to the company the document by virtue of which the said company was called before the tribunal. The court could only draw the conclusion that this attitude was practically equivalent to the refusal to hear a party to a dispute.

He found no validity in the argument that the refusal to provide the information was justified for the protection of the workmen against reprisals of the employer. Those who seek rights through judicial procedure of necessity expose themselves to the consequences that flow from it, whatever they are.

The court declared that a judicial or quasi-judicial tribunal which makes decisions without granting the party the right to make representations with full knowledge of the facts exceeds its jurisdiction and cannot be protected by Article 41a of the Labour Relations Act.

In the opinion of the Court, the Board refused to grant the company an elementary right and made decisions without hearing the company regarding the points which could be of primary importance.

Considering that the Labour Relations Board refused to hear the company before making a decision contested by the company, and in so doing exceeded its jurisdiction, the court rejected the inscription in law of the Board with costs. *Miron et Frères Limitée v. la Commission des Relations Ouvrières de la Province de Quebec et l'Union des Chauffeurs et Employés de Construction Mobile, de Cimenterie et d'Asphalte*, (1956) RJQ 389.

## Wisconsin Circuit Court . . .

...rules union can't be made to adopt non-discriminatory membership practices under Wisconsin law

Recommendations of the Wisconsin Industrial Commission that two Negroes be admitted into a bricklayers' union were held to be not judicially enforceable by the Wisconsin Circuit Court on November 30, 1956, on the ground that the Wisconsin Fair Employment Act did not invest enforcement powers in the Industrial Commission.

The case was an action in equity instituted by two Negroes who, having been refused admittance into the Bricklayers, Masons, Marble Masons Protective International Union No. 8 of Wisconsin (AFL), petitioned the court to order the union to admit them as members in compliance with the recommendations of the Industrial Commission, which had found that they had been denied membership because of their colour.

Counsel for the union, while admitting that discrimination had been practised, argued that the court had no jurisdiction to grant the requested relief, contending further that the plaintiffs had not been deprived of any legally recognized rights.

The judge considered the jurisdictional issue first. After quoting from sections of the Wisconsin statutes pertaining to the investigation and study of discrimination and the powers of the Industrial Commission, he said that there was nothing mandatory in the passages cited which would be binding upon the union; nor was there any provision giving the Commission powers of enforcement other than one authorizing it to conduct a "humiliating" program through means of publicity. It was obvious that the Legislature had definitely declared a policy advocating fair employment opportunities to all regardless of race, colour or creed but had failed to include a provision by which this policy could be enforced. Consequently, the Commission had no power to order an employer or union to desist from discriminatory practices nor had aggrieved parties any right of appeal to the courts.

The judge distinguished between the Wisconsin type of fair employment statute, which he classified as "educational or voluntary," and those which were commonly designated as "compulsory" type statutes. The former incorporated a declaration of policy against racial discrimination in employment but lacked provisions for enforcement or judicial review, whereas the latter prohibited racial discrimination and

provided for enforcement, judicial review and, in some cases, criminal penalties.

Tracing the history of the Wisconsin Fair Employment Act, the judge pointed out that the Bill, as introduced, had been of the compulsory type but had been amended during passage and that proposals to change it had been twice rejected by the Legislature. In his opinion, it could not be argued that the Fair Employment Act was of the "voluntary or educational class" through an oversight on the part of the Legislature, when several statutes of the compulsory type had been created.

In effect, this court was being asked to interpret the pertinent statutes as being of the "compulsory class" rather than of the "voluntary" class. The judge, however, pointed out that it was an elementary principle of law that courts do not have the power to amend or create statutes. In this particular case the court had no power to create a right or to place teeth in a statute which the Legislature had rejected on two previous occasions.

The plaintiffs had not been denied the remedy afforded them, the findings of the Industrial Commission having been publicized and disseminated as required by the Fair Employment Act. There was no provision in the Act giving the court power to penalize the union for failing to abide by or adhere to the findings and conclusions of the Industrial Commission.

Turning then to the question of legal rights, the judge rejected the plaintiff's argument that admission into a union was a right and not a privilege, stating there was nothing in the Act to support this contention. He said that no one had a legal right to become or remain a member of a voluntary association except at the will of the membership; he quoted from several cases where the courts, while admitting the social and economic importance of union membership, had ruled that membership in a labor union was a privilege which could be granted or withheld.

The judge also dismissed the argument that the plaintiffs were entitled to the protection of the federal Constitution under the Fourteenth Amendment and the comparable provisions of the Wisconsin Constitution, declaring that it was a well established principle of law that the constitutional provisions, including the Bill of Rights, apply only as limitations upon official governmental action and not upon the conduct of individuals. He said that

it was a legal impossibility for a private citizen, club or union to deprive another of any constitutional right.

The provision in the Wisconsin Constitution guaranteeing every one a remedy for all "injuries or wrongs" could not be invoked in this case, as it applied only when injury resulted from the invasion of a legal right, which was not true in this

instance. In his opinion, there was no existing legal duty requiring the defendants to accept the plaintiffs as union members. Union membership not being a legal right under the Wisconsin Constitution, the judge concluded that no legal injury had been sustained by the plaintiffs.

He therefore dismissed the action. *Rose et al v. Ebert*, 39 LRRM 2233.

## Recent Regulations under Provincial Legislation

Minimum wage rates for women increased in Manitoba. Stamp system of vacation pay credits for construction industry is extended in Quebec

In Manitoba, a new general minimum wage order increased the minimum hourly rates for women workers by two and three cents, and extended protection to all workers covered by the order against a reduction in the minimum weekly wage for time not worked on a general holiday. It also requires employers to register before hiring employees for homework.

The Quebec Minimum Wage Commission replaced the general vacation order and the special order for the construction industry in the Montreal and Hull areas by a new order which extends the stamp system of vacation pay credits to all manual workers in the building construction industry throughout the province, and continues to provide for an annual paid holiday of one week after a year's continuous service for other employees. The Commission also amended the general minimum wage order by making fish processing establishments on the Magdalen Islands subject to the wage provisions set out in the order for establishments for which a regular work week has not been prescribed.

Three special hours of work and minimum wage orders made by the Alberta Board of Industrial Relations granted partial or total exemption from the hours and wages provisions of the Alberta Labour Act and minimum wage orders to field employees in the land surveying industry, commercial travellers, and insurance, real estate and securities salesmen.

Students-in-training in the professions of accountancy and law were exempted from the British Columbia Male and Female Minimum Wage Acts.

The regulations under the Workmen's Compensation Act in Newfoundland were re-issued, with substantial changes in the first-aid requirements.

Regulations made by the Alberta Apprenticeship Board for the trade of bricklayer, mason, tile setter and terrazzo worker provide for the issuance of certificates of qualification to persons with experience in the trade. By another order, tradesmen engaged in television construction or repair work are now subject to regulations under the Alberta Tradesmen's Qualification Act.

### Alberta Apprenticeship Act

New regulations for the trade of bricklayer, mason, tile setter and terrazzo worker made by the Alberta Apprenticeship Board and approved by O.C. 1716/56 were gazetted December 31, rescinding those authorized by O.C. 1057/49 (L.G. 1949, p. 1571).

Among other changes, the new regulations, in keeping with the practice in the carpenter, machinist, sheet metal and painting and decorating trades, have made provision for issuing certificates of qualification to experienced persons who have not served a formal apprenticeship.

The requirements for a certificate of qualification are the same as in the four other trades where these certificates are issued, the regulations providing that persons with at least four years of qualifying experience in the bricklaying, masonry, tile setting and terrazzo working trade prior to the date of publication of these regulations, upon submission of proof of efficiency, will be granted a certificate of qualification, provided he applies within 180 days from the time the regulations were gazetted (December 31, 1956). A candidate who applies after the expiration of the 180-day period will be required to take an examination to establish his proficiency in the trade. If he fails to qualify, he will be given an appropriate standing as an apprentice. He may then register as an

apprentice and complete his training according to the Act and these regulations.

The holder of a certificate of qualification may be asked to appear for re-examination at the discretion of the Board, and if he fails to pass, his certificate may be cancelled. The Department of Industries and Labour may also cancel a certificate which has been obtained by means of a fraudulent testimonial, signature or declaration.

The age requirement for apprentices in this trade has been changed, the new regulations providing that, subject to the Act and regulations, every person over the age of 16 years and preferably not over the age of 24 years will be eligible for apprenticeship. Formerly, the upper age limit for apprentices was 20, except in the case of a veteran whom the Board had declared eligible on the advice of the Local Advisory Committee.

The educational qualifications remain the same, however, an apprentice being required to have completed Grade 8 or its equivalent, the standard set in the carpenter and welding trades.

The term of apprenticeship is still four years, including the three-month probationary period. However, it may be reduced by the Board on the recommendation of the Local Advisory Committee in the case of an apprentice who has had experience in the trade or who has a certificate from an approved technical or vocational school testifying that he has specialized in courses applicable to the trade. Under the former regulations, some "allowance was made for vocational school training but, unless specially authorized by the Board, time-credit was given only for experience as an indentured apprentice.

The ratio of apprentices to journeymen remains one to three, an employer who is himself a journeyman or who employs one journeyman being permitted to have one apprentice. An apprentice transferred temporarily by arrangement with the Director of Apprenticeship for the purpose of learning a branch of the trade not carried out by the employer to whom he is apprenticed will not be counted in the quota.

Apprentices in this trade are required to attend the educational classes prescribed by the Board and the Department of Education. These will include instruction as shown in the syllabus approved by the Board. In addition, the employer is to give the apprentice sufficient instruction and practical training in all branches of the trade, including the selection and preparation of materials, to enable him to

develop into a practical and skilled journeyman.

As formerly, the regulations specify that before being granted an annual certificate of progress or a final certificate of qualification as a journeyman, every apprentice must pass the trade tests and the trade examinations prescribed by the Board, and must also have satisfactory reports from his employer and the trade school. In the event that an employer fails to submit a report the apprentice will be deemed to have made satisfactory progress.

As in the former regulations, there is a provision stipulating that the hours of work of apprentices are to be the same as for a journeyman.

The regulations continue to provide that when not attending classes apprentices are to be paid not less than specified percentages of the prevailing wages of a journeyman; but both the rates and the increase dates have been changed. The minimum rate payable for registered employment prior to basic training has been raised from 40 per cent to 50 per cent, the rate set in the carpenter trade. Increases, however, are not contingent upon passing the years' technical training as is the case in the carpenter and machinist trades nor are they payable every six months following basic training as formerly.

The regulations provide that the first year after successful completion of basic training the apprentice must be paid at least 60 per cent of the prevailing wages of a journeyman with a further increase to 70 per cent the second year. From the third year until completion of the apprenticeship contract the rate is 85 per cent.

Under the former order, the 50-per-cent rate was payable the first six months after basic training and the apprentice received an increase of five per cent of the prevailing journeyman's wage every six months until the fourth six months following basic training, when the rate was increased to 70 per cent. During the fifth and sixth six months he received not less than 90 per cent of a journeyman's wage.

The regulations again provide that if the term of apprenticeship is shortened, the rates may be adjusted accordingly. Increases also continue to be automatic on the respective due dates with an employer being permitted to apply to the Board to withhold an increase in the case of an apprentice who has failed to qualify for an annual certificate of progress.

### **Alberta Labour Act**

Three special hours of work and minimum wage orders made by the Alberta Board of Industrial Relations following an inquiry

were approved by the Lieutenant Governor on January 8 by O.C. 30/57 and went into effect on January 15.

The first order, Land Surveying Industry Hours of Work and Minimum Wage Order No. 24 (1956), permits employees in this industry to work up to 208 hours a month at the regular rate; the second, Hours of Work and Minimum Wage Order No. 25 (1956), sets a minimum weekly wage of \$30 for commercial travellers; the third order, Hours of Work and Minimum Wage Order No. 26 (1956), exempted insurance, real estate and securities salesmen from the hours and wages sections of the Act and from any orders issued under the Act.

#### **Land Surveyors**

The order for the land surveying industry covers all operations carried on by firms whose chief business is land surveying or surveying oil and gas well sites, and applies in all parts of the province except the cities of Edmonton, Calgary, Lethbridge and Medicine Hat. It applies only to the field employees in the industry.

The order exempts field employees in this industry from the hours provision of the Act and from the overtime requirement of the four general minimum wage orders to the extent that they may work up to a maximum of 208 hours in a calendar month at the regular rate. Employees who complete 208 hours before the end of the calendar month will be deemed to have worked a full month.

One and one-half the regular rate must be paid for hours worked in excess of 208 in the calendar month and for time worked on a rest-day. The overtime rate is also payable after 48 hours in a week to an employee who works less than 208 hours in his first or final month of employment.

These provisions do not apply to party chiefs or assistant party chiefs, who have also been exempted from the provision of the Act limiting working hours and from the overtime provision of the minimum wage orders.

#### **Commercial Travellers**

Hours of Work and Minimum Wage Order No. 25 (1956) covers salesmen whose selling activities are not confined to a store or office, except insurance, real estate or securities salesmen. More specifically, it applies to: commercial agents, street vendors and vocational salesmen licensed under the Licensing of Trades and Businesses Act, automobile, truck and bus salesmen and commercial travellers. The latter are defined as persons who, selling only to wholesale merchants, solicit orders

from samples, catalogues, cards, price lists or description from dealers or manufacturers for goods which will be delivered from factory to warehouse and who in the course of their duties regularly travel from town to town.

The new order exempts these employees from the hours provision of the Act and from the provisions of the four general minimum wage orders, providing instead for a minimum weekly wage of \$30, the wage set for adult males in centres with a population of over 5,000 under Order No. 17 (1956). The minimum weekly wage of \$30 may be adjusted over the period of a month.

#### **Insurance, Real Estate and Stock and Bond Salesmen**

Hours of Work and Minimum Wage Order No. 26 (1956) exempts the following employees from the hours and wages provisions of the Act and from the provisions of orders issued under the Act: persons holding a certificate under the Alberta Insurance Act permitting them to engage in the insurance business; adjusters employed by the Alberta Hail Insurance Board; real estate salesmen licensed under the Real Estate Agents' Licensing Act; and securities salesmen registered under the Securities Act.

The effect of the order is to exempt these employees from the hours of work, minimum wage and weekly rest requirements of the Act.

#### **Alberta Tradesmen's Qualification Act**

The regulations under the Alberta Tradesmen's Qualification Act respecting the trade of radiotechnician have been amended by an order authorized by O.C. 1715/56 and gazetted on December 31 which redefines the term radiotechnician so as to include a person engaged in the construction, building or repairing of television receivers, power amplifiers, antenna or grounding connectors used for television reception as well as a tradesman employed in the construction or repair of radios.

As a result of the change, a person employed in television construction or repair work will now be covered by the Tradesmen's Qualification Act, the general trade regulations under the Act and the special regulations for the radiotechnician trade.

Among other rules, he will be subject to the provision in the general regulations which requires a person employed in any of the designated trades to be the holder of a certificate of competency or to be registered as an apprentice under the Apprenticeship Act.

The tradesman engaged in television work is also bound by the certification provisions in the special rules for the television trade. One of these provides that an applicant for a certificate of competency in this trade must have had at least three years' experience in the trade and also requires him to pass an examination consisting of practical and theoretical tests based on the course of studies set for apprentices under the Apprenticeship Act. Another states that at the discretion of the Department of Industries and Labour a temporary certificate of proficiency may be granted a candidate subject to examination or, in the case of failure on the examination, where the candidate obtains not less than two-thirds of the required pass mark.

### **British Columbia Male and Female Minimum Wage Acts**

In British Columbia, students registered under the Chartered Accountants Act, and students-at-law and articled clerks enrolled under the Legal Professions Act, 1955, have been exempted from the Male and Female Minimum Wage Acts, effective from January 24, 1957, by Regulation No. 4, an order made by the Board of Industrial Relations on January 22, following an inquiry.

### **Manitoba Minimum Wage Act**

A new regulation respecting wages, hours and conditions of employment made by the Manitoba Minimum Wage Board following public hearings and approved by Man. Reg. 3/57 was gazetted January 12, increasing the minimum wage rates for women workers to 58 cents an hour in urban areas and to 54 cents an hour in rural districts. There were no changes in the basic male rates but men are now entitled to the same benefits as women with respect to a week in which a holiday occurs. Other new provisions deal with the take-home work and employees working under contract.

Instead of being divided into two main sections, one governing female employees and the other covering male employees, the new regulations have a section on interpretation followed by provisions dealing with wages, hours and conditions of employment, after which come rules on health and sanitation similar to those appended to the earlier regulations and general provisions respecting take-home work and records.

Exemptions are more precisely spelled out than formerly, the new regulations providing that the following classes of persons are excluded: independent con-

tractors; persons employed in agriculture, fishing, fur farming, dairy farming or in the growing of horticultural or market garden products which are to be sold on the premises; domestic servants in private homes; volunteer workers in a religious, philanthropic, political or patriotic institution; persons who, as beneficiaries under a charitable, rehabilitation or therapeutic project or plan, are employed by a municipal, religious or philanthropic body; and students-in-training in or qualified members of the professions of accountancy, architecture, dentistry, engineering, law, medicine, nursing or pharmacy. Persons acting in a managerial capacity are also exempt, provided they are paid not less than the prescribed minimum wage for standard and overtime hours.

### **Minimum Wage Rates**

Some minimum rates were increased by small amounts. The minimum rate for male employees over 18 years is still 60 cents an hour and it continues to apply throughout the province. As formerly, two rates are provided for women over 18, a minimum hourly rate of 58 cents for women in urban areas and of 54 cents for women in rural areas. The new rates represent a gain of 3 cents for women in urban areas and an increase of 2 cents for women elsewhere in the province. The higher rate applies in Greater Winnipeg, the cities of Brandon and Portage la Prairie, the towns of Flin Flon and Selkirk and in summer resorts; the lower rate governs in other parts of the province. A single rate, 48 cents an hour, is provided for boys and girls under 18. This represents an increase of 3 cents an hour in the minimum rate for girls in rural areas, but it does not affect boys under 18 or girls in urban districts, the former order having provided a minimum wage of 48 cents an hour for these employees.

If an employee provides a bicycle for use in his employer's business, he must be paid an additional 10 cents a day or 50 cents a week, whichever is the lesser amount.

The minimum rate for overtime continues to be one and one-half the minimum hourly rate. It is now specified that the overtime rate is payable for time when an employee is required to be present or available for work or service after regular hours as well as for time actually worked in excess of the standard hours. Another change is that in the case of an employee whose regular rate is higher than the applicable minimum rate, the employer may not apply the excess amount against hours for which the minimum overtime rate should be paid.

### **Learners and Handicapped Persons**

As previously, some variation of the minimum rate is permitted in the case of learners with permits. The main difference is that the new regulations set out a precise definition of the term, providing that for the purposes of this order "learner" means a person who is employed under arrangements by which he performs manual, clerical or technical work for an employer while acquiring skill in the work which is of such nature that it takes less than 4,000 hours to acquire the skill.

Substantially the same conditions are imposed. An employer may not employ learners at less than the minimum wage without a permit from the Minister of Labour. If the Minister is satisfied that it is reasonable for an employer to employ inexperienced workers for a training period he may issue a learner's permit setting out the length of the training period and the hourly wages payable during this period.

The regulations again provide that a learner's rate may not be less than 75 per cent of the applicable minimum rate and that the training period must not exceed six months. The Minister, however, may approve an extended learning period on the joint application of an employer whose employees are paid on a piecework system and a union entitled to represent the employees. If a learner has had training in a substantially similar job he must be given credit for his previous experience.

The employment of female operating employees as learners is now left to the Minister to decide, the regulations providing that the Minister may fix at not more than 25 per cent the percentage of female operating employees, excluding supervisors, that an employer may employ in his establishment as learners or prohibit an employer from employing female operating employees as learners.

Provision is again made for exempting handicapped persons from the minimum wage provisions under certain circumstances. Where because of an employee's physical or mental handicap, verified by a medical certificate upon the request of the Minister, it is fair and reasonable to employ the employee at less than the minimum wage, the Minister may issue a handicapped employee's permit setting out the name and address of the handicapped employee and the hourly rate at which he must be paid. A new provision states that the Minister may limit the time during which a handicapped employee may be paid less than the minimum wage.

Employers must now maintain a separate payroll for handicapped persons as well as

for learners. If a learner has had experience in substantially similar work this must also be recorded.

### **Deductions from Wages**

Some changes have been made with respect to deductions for meals. For this purpose, the new regulations distinguish between employers who are engaged in the business of supplying meals to customers and those who are not. The former may not charge an employee more than half what a customer would pay for similar meals; the latter are allowed to deduct up to 35 cents a meal or \$7 for a week's board, whichever is less. Formerly, employers who furnished board were permitted to charge 30 cents for single meals or \$6.30 for a week's board of 21 meals.

The new regulations allow the same deduction for lodging as formerly, namely, \$3 for a week's lodging.

Deductions for board and lodging may not be made unless the employer and the employee have agreed that the employer will furnish board or lodging and that the employee will use the facilities provided. The regulations also provide that if the Minister finds that meals are inadequate, the employee is overcharged or the accommodation is unsuitable, he may fix or limit the charges that may be made for board or lodging or may prohibit deductions from wages.

The regulations continue to provide that where an employer expresses a preference that workers wear or use any specified kind of clothing, uniform or equipment, or where the Minister considers it necessary, it must be furnished and maintained by the employer without cost to the workers.

Deductions for furnishing and maintaining uniforms or special clothing and equipment may be made, however, in the case of employees whose wage rate, if calculated on an hourly basis, would be greater than the applicable minimum overtime rate, that is, would be more than 87 cents an hour for women over 18 in urban areas and more than 90 cents an hour for men over 18. However, no charge may be made for furnishing, laundering or maintaining uniforms, clothing or equipment which would reduce the employee's remuneration below the applicable minimum hourly rate. A new provision states that if the Minister considers that an employee is being charged too much for any of these services he may fix or limit the deduction or prohibit the employer from making any charge or collection.

### **Hours and Overtime**

As formerly, the standard hours of work are 48 a week for male employees and

eight hours a day and 44 hours a week for women. An employer is again required to pay overtime rates for hours worked beyond these limits.

An exception is made for female employees employed in a shop where it is customary for employees to work up to 11 hours on one or more days in the week, the order providing that in such cases the employer is not required to pay the overtime rate, except for hours worked in excess of the agreed daily limit or of the 44-hour weekly limit. The regulations formerly permitted women in shops to work up to 11 hours in a day at regular rates provided the weekly hours did not exceed 44.

The same limitation is placed on overtime work as formerly. Children under 15 are forbidden to work overtime and overtime hours worked by women may not exceed three in a day, 12 in a week or 24 in a month. There are no restrictions on overtime for men.

A new provision with respect to overtime states that if both male and female employees are employed on identical or substantially identical work, the Manitoba Labour Board may, upon the application of the employer, exempt the employer from the obligation of paying employees of one sex overtime rates on a different basis than employees of the other sex. A provision in the Equal Pay Act passed last year forbids an employer to discriminate between his male and female employees by paying to the employees of one sex wages on a scale different from that paid to employees of the other sex working in the establishment if the work required of, and done by, the employees of each sex is identical or substantially identical. The effect of the new regulation is that in establishments where men and women are doing substantially the same work, the employer may, with the permission of the Board, pay female employees overtime on the same basis as men, that is, after 48 hours instead of after 8 hours in the day and 44 in the week.

The provision respecting call-in time requiring employees reporting for work on the call of the employer to be paid for at least three hours is the same as formerly, except that in rural areas, theatre employees are now exempt as well as hotel or restaurant workers. Children are again excluded.

Meal periods for both men and women workers may not be less than one hour unless the employer and a majority of the employees agree on a shorter period. In no case, however, may the meal period be less than 30 minutes.

## General Holidays

Both men and women employees are now protected against a reduction in minimum weekly pay for time not worked on a general holiday which falls on a regular workday. The new order provides that when a general holiday falls on a day on which an employee would ordinarily be required to work and the employee does not work on that day but works regular hours on the days immediately before and after the holiday and on all other days of the week in which the holiday occurs, it is to be presumed, when a minimum wage for that week is being determined, that the employee worked regular hours on the holiday. An employee who is absent because of illness or with the employer's consent on either the day before a holiday or the day after a holiday will not lose this benefit provided the other requirements are met.

Previously, only female employees were protected against a reduction in minimum pay for time not worked on a general holiday. A woman who was absent because of illness or with the employer's consent on the day before a holiday or the day after a holiday, *or both*, was also to be paid for the holiday provided the other conditions were fulfilled.

The provisions respecting general holidays are supplementary to the holiday provisions in the Hours and Conditions of Work Act, which prohibits work by both men and women on seven specified public holidays unless overtime wages of time and one-half the regular rate are paid or compensatory time off is given, the latter alternative being permitted in certain types of employment. The holidays are the same as those listed in the order. They are: New Year's Day, Good Friday, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day.

## Special Employment Conditions for Women

Among the special provisions for women is one requiring the employer to allow female employees a rest period of at least 10 minutes during each spell of work of three hours or more. Another states that no woman may be required to work longer than four hours without a meal period. If the work period of a female employee ends between midnight and 6 a.m., adequate transportation to her home must be provided at the employer's expense. Similar provisions were included in the earlier regulations.

## Weekly Labour Contracts

A new provision permits an employee to contract in writing with his employer to be paid a weekly wage for a specified number of hours, provided the weekly wage is not less than the amount which would be payable under the regulations for the total number of hours agreed on in the contract. An employee who enters into such a contract and who works more hours in a week than he contracted for must be paid not less than the minimum hourly rates for excess hours worked within the standard work week and not less than the minimum overtime rate for excess hours worked beyond the standard work week. If the weekly wage is greater than the amount which would be payable under the regulations for the total number of hours contracted for, the employer may not apply any part of the excess wages against hours for which the minimum overtime rate should be paid. A record of all hours worked beyond the specified weekly limit and the wages paid for excess hours must be kept by every employer.

Under the previous regulations, taxicab and public service vehicle drivers in rural areas were permitted to enter into similar contracts but on slightly different terms, one difference being that the contract not only had to specify the weekly wage and the total number of hours to be worked but also the starting and finishing time each day. Another was that hours worked beyond the specified scheduled hours were to be paid for at not less than the overtime rate set out in the regulations.

## Homework

For the first time in Manitoba some regulation will be exercised with respect to take-home work.

A probe of home labour was made in 1955 following complaints by labour unions. A one-man industrial inquiry commission in April of that year investigated allegations that "to an increasing extent" manufacturers of stitched goods and other articles were arranging to have certain operations in the manufacture performed by workers in their homes with pay on a unit or multiple unit basis. He reported in November 1955, that piece-work contracting was a minor part of the garment industry and that workers were generally satisfied with the rates paid. He found no piece-work in the fur garment industry or in the making of china and clay articles.

The new regulations do not set a minimum wage for homework but require employers to register and keep records. Provision is also made for the Minister

to make rules respecting wages when necessary.

In these regulations take-home work is defined as "work that an employee performs at or in premises that are not provided by the employer but does not include the selling of goods or services".

An employer wishing to hire an employee to do take-home work must first send the Minister a written notice of his intention to engage in that type of operation.

A record showing the names and addresses of persons doing take-home work together with particulars as to the type and amount of work done by each employee, the amounts paid, wage rates and deductions from wages must be kept by every employer and furnished to the Minister upon request.

The Minister may impose conditions and limitations upon employment involving take-home work whenever he considers it advisable to do so to secure conformity with the intent and purpose of the minimum wage provisions of these regulations.

## Minimum Age for Employment

The regulations again prohibit the employment of a child under 15 years except with the written permission of the Minister of Labour.

## General Provisions

A limitation on weight lifting is again imposed, the new regulations providing that no child, adolescent or female employee may be allowed to lift a weight which would impose excessive physical strain or carry burdens exceeding 25 pounds in weight for more than 10 feet.

The regulations regarding payment of wages are substantially the same as before except for a new provision prohibiting an employer from paying female employees less frequently than twice a month. Wages must be paid within three days of the completion of the pay period during which they were earned unless written permission to do otherwise has been granted by the Minister. An employer may not institute a practice of paying wages less frequently than once a week nor alter an established practice so as to pay less frequently than once a week without prior permission from the Minister. An employer who pays wages less frequently than once a week may be ordered to change this practice. As before, the Minister may direct an employer to pay wages by cash, accepted cheque, money order or other method.

Upon request, employers are required to furnish an employee with a written statement showing deductions and net amounts as well as wage rates and hours worked.

The request must now be made at least three days before the time of paying wages. Another change is that an employer must comply with a request in writing from an employee to furnish earnings statements every pay period.

All employees except employees covered by a collective agreement that is in force and filed with the Manitoba Labour Board must be furnished with a copy of these regulations by the employer.

### **Health and Sanitation**

Employers are required to comply with the health and sanitation regulations set out for factories and office buildings. These standards cover such matters as air and floor space, lighting, ventilation, heating, washing and toilet facilities, lunch and rest rooms, drinking fountains, elimination of dusts, vapours and gases and the provision of a matron or welfare supervisor.

### **Orders Rescinded**

The new regulations replace Man. Reg. 22/52 (L.G. 1952, p. 1235).

### **Manitoba Vacations with Pay Act**

Regulations under the Manitoba Vacations with Pay Act respecting the use of vacation pay stamps and vacation stamp books in the construction industry in Greater Winnipeg approved by Man. Reg. 4/57 were gazetted January 26, replacing those authorized by Man. Reg. 27/48 (L.G. 1948, p. 1009; 1949, p. 1256).

One change deals with the cashing of stamps unredeemed at the time of death of the worker. In the event that an employee dies before all stamps in a vacation pay book have been redeemed, the Minister may now pay to the personal representative of the deceased the cash value of the remaining stamps, provided satisfactory proof of death and of the ownership of the book is submitted. The former regulations provided that the cash value of the unredeemed stamps was to be paid to the legal representative of the deceased.

The price of stamp books has been raised from 25 cents to 35 cents and the charge for cashing stamps has been increased from 25 cents to 40 cents. Vacation stamps worth \$5 are now available. Formerly, the highest denomination issued was \$1.

### **Newfoundland Workmen's Compensation Act**

New regulations under the Newfoundland Workmen's Compensation Act, replacing those of 1951, were gazetted on January 15, 1957, effective January 1, 1957.

These regulations, which deal mainly with the classification of industries for assessment purposes, inclusion and exclusion of industries, the records an employer is required to keep, first-aid requirements, and penalties for failure to comply with the regulations, consolidate the amendments that have been made from time to time since the Act and regulations first came into effect in 1951 (L.G. 1951, p. 839; 1952, p. 1373; 1955, p. 1062). Some changes have been made with respect to industries excluded and first-aid requirements, as well as in the classification of industries.

### **Exclusion of Industries**

The provision in the 1951 regulations which excluded from the operation of Part I of the Act that portion of an industry carried on by an employer not resident in Newfoundland, and performed by workmen whose contract of hiring was not made in Newfoundland, does not appear in the new regulations.

The 1951 regulations provided that workmen employed in an industry within the scope of Part I of the Act were excluded from the operations of the Act while being transported by aircraft. An amendment in 1952 added an exception in the case when injured workmen and their escorts, covered by Part I of the Act, had been transported with the expressed or implied authority of the Board. This regulation in its entirety is omitted in the new regulations. It would appear now that injuries sustained during air transportation of an employee could be considered as sustained in the course of employment.

### **First Aid**

New provisions are added regarding first aid.

Every employer having three or more but less than 15 workmen usually employed is required to provide and maintain in his factory or place of employment a No. 2 First Aid Kit which shall be in the charge of some suitable person. A list of supplies contained in a No. 2 First Aid Kit is given.

In the case when 15 or more, but less than 200 workmen, are usually employed, the employer is to provide and maintain in his factory or place of employment a No. 3 First Aid Kit, placed in the charge of a person who has taken a recognized course of study in first aid to the injured. The required contents of a No. 3 First Aid Kit are set out in detail.

Every employer having 200 or more workmen usually employed, and any other employer ordered by the Board to do so, is required to provide and maintain in his factory or place of employment an emer-

gency first aid room. A person who has taken a recognized course of study in first aid to the injured must be in charge of the room. Under the previous regulations a first aid room was prescribed if the employer had 300 or more workmen. Details regarding equipment and supply are also set out in the regulations.

A new stipulation in these regulations is that a No. 1 Pocket First Aid Kit is to be supplied by the employer where the nature of his work warrants it. The Pocket Kit (the contents of which are listed) has to be carried by (a) all mine foremen employed underground; (b) all foremen engaged in logging or sawmill operations; (c) all truck drivers engaged in transporting workmen; and (d) all other officials in charge of workmen where the working operations are located at a point where it is inconvenient otherwise to secure first aid treatment.

### **Quebec Minimum Wage Act**

The Quebec Minimum Wage Commission has issued a new holiday order, Order No. 3, 1957, which replaces the general holiday order, Order No. 3, 1946 (L.G. 1946, pp. 1105, 1464; 1947, p. 380), and the special order respecting vacations with pay in the building construction industry, Order No. 3A, 1949 (L.G. 1950, p. 87).

It has also amended the general minimum wage order covering the majority of unorganized workers in the province, Order No. 4, 1953 (L.G. 1953, p. 899) with respect to establishments for which no fixed work week is set.

The new orders were approved by O.C. 34 on January 10 and went into effect on January 19, the day they were gazetted. Order No. 3 will remain in effect until May 1, 1958.

#### **Holidays with Pay**

The new holiday order, Order No. 3, 1957, incorporates the main provisions of the two former orders, providing for a stamp system of vacation pay credits for manual workers in the building construction industry and an annual paid holiday of one week after one year's continuous service for other employees governed by the order. As formerly, construction workers are dealt with separately because many of them would not be able to qualify for an annual paid vacation due to the usually short duration of employment with one firm.

The order is in four parts, Part I setting out the application of the order, Part II covering all employees except manual workers in the building construction industry, Part III dealing with the

stamp system of vacation pay credits and Part IV containing some general provisions.

Order No. 3, 1957, provides that all employees governed by the Minimum Wage Act and by any order of the Commission are covered except those which are specifically exempted. This means that domestic servants, agricultural workers and persons covered by a decree under the Collective Agreement Act are excluded, as well as the following: persons subject to a collective labour agreement providing for an annual vacation with pay plan of at least one week or to another Order of the Commission providing for a vacation indemnity or an annual vacation with pay; workers engaged in forest operations; employees of municipal or school corporations; employees, salesmen or agents paid wholly or partly by commission, bonus, or share in profits whose hours of work cannot be controlled by the employer; caretakers who are provided with free lodging on the premises; apartment house janitors; homeworkers; part-time employees who work not more than three hours in a day.

The main provisions dealing with an annual vacation with pay are the same as in the former general order. The new order provides that every employee governed by the order except a manual worker in the building construction industry is entitled annually to a continuous paid holiday of at least seven days after one year's continuous employment with his employer or to a half-day for each calendar month if he has worked less than a year.

The definition of "duration of continuous service" is the same, the term being defined as any period during which the employee is bound by contract to work for his employer even if this period has been interrupted. Absence because of illness if the contract is not cancelled, days on which the establishment remains closed, the annual holiday and the term of notice to end a contract are not to be considered as interrupting the continuous service provided the employee does not hold any other paid employment. Calendar months during which an employee does not actually work may not be counted, however, when calculating continuous service.

The regulations again provide that the holidays must be given within 12 months from the May 1 following the expiration of the worker's year of employment and require an employer to give at least 15 days' notice of the date of a worker's holiday.

The worker must be paid for his holiday before he takes it, the pay to consist of the wages he would have earned for the

week, if he is paid by the week or longer period, or two per cent of the wages earned during his year of employment (May 1 to April 30), including his vacation indemnity, if paid on any other basis. In situations where an employer provides board and lodging, the new regulation, unlike the former order, does not stipulate that the value fixed by minimum wage orders of board and lodging provided in whole or in part by the employer must be added to the wages before holiday pay is determined. Instead, it includes board in the list of benefits which are not to be affected by a holiday with pay. Others are contributions to a pension fund or to a group life insurance policy and sick benefits.

As formerly, an employee whose labour contract is cancelled before he has taken his vacation must be paid an indemnity consisting of the wages due him at his holiday time and two per cent of the wages earned after the May 1 preceding termination of employment. A new provision states that this indemnity is payable to the employee, not to his representatives, a fact which was not quite clear under the former order.

An employer may not substitute a compensating indemnity for an annual vacation with pay except in cases provided for under this order. Labour contracts providing for shorter annual vacations or less favourable conditions than those authorized under this order are strictly forbidden.

The stamp system described below with respect to manual workers in the construction industry may be used by agreement between the employer and the employees to pay the remuneration or vacation indemnity provided for in Part II.

The stamp system of vacation pay credits provided for in this order is similar to that authorized by Order No. 3A except that it has a wider coverage. It applies to all manual workers employed by employers whose principal business is building construction.

The former order applied only to construction workers employed by employers carrying out building construction work or having a place of business in either the Montreal or Hull zones. Construction workers whose habitual occupation was not connected with the building construction industry were also excluded under Order No. 3A.

The main provisions are unchanged, however, Order No. 3, 1957, providing that every worker whose employment with one employer is not continuous throughout the vacation-with-pay period (May 1 to April 30) must be given a vacation-with-pay

credit of two per cent of his gross earnings from each employer. The employer is required to affix credit stamps on each pay day in the workman's vacation-with-pay stamp book. The stamps and stamp books are to be purchased by the employer from the Commission before the beginning of the vacation-with-pay period. The employer, however, is no longer permitted to make a deduction to cover the cost of the book.

At the end of the vacation-with-pay period the employee may redeem the stamps at the office of the Minimum Wage Commission. A new provision states that an employee who, on June 1 or on the cancellation of his contract, if earlier, has not received the indemnity to which he is entitled under this Order, may claim from his employer an indemnity equal to the value of the vacation-with-pay credits stamps which should have been affixed in his stamp book.

A worker whose employment with one employer has been continuous throughout the vacation-with-pay period is to be granted a holiday of at least seven consecutive days within 12 months from the end of the vacation-with-pay period and a vacation credit calculated in the manner described above.

As in the previous order, there is a provision prohibiting agreements which offer construction workers less favourable conditions.

A new general provision states that the Commission may furnish vacation-with-pay stamp books and credit stamps to employers and employees not governed by Part II of this order, and may impose whatever conditions it considers proper.

### **Minimum Wages**

As previously indicated, Order No. 4, 1953, the general minimum wage order which classifies establishments and undertakings according to the length of the work week and fixes wage rates for each group, the rates varying with the geographical location, has been amended by a new provision which adds fishing establishments on the Magdalen Islands to the list of undertakings considered as having no regular work week. This includes establishments where fish, mollusca, shellfish and other sea foods are prepared, kept, smoked, converted or canned.

As a result of this order, employees employed in fishing establishments on the Magdalen Islands will be subject to the same wage provisions as the other establishments which are deemed to have no regular work week. The wage rates will

*(Continued on page 364)*

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit in December about 75 per cent higher than in November but some 4 per cent lower than in December 1955. Statistics\* show 265,098 claims received in month

The number of initial and renewal claims for unemployment insurance benefit in December was about 75 per cent higher than in November but some 4 per cent lower than in December 1955.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 265,098 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 151,356 in November and 276,454 in December 1955.

The count of the registers in the "live file" indicated a sharp rise as of December 31 over November 30, the totals being 398,244 (315,220 males and 83,024 females) on December 31 and 215,378 (155,850 males and 59,528 females) on November 30. The December figures include 28,245 registers pertaining to seasonal benefit claimants. The bulk of the increase in the number of registers in the live file is due to an increase in the male segment of the claimants, which doubled from November to December. On December 30, 1955, registers in the live file numbered 388,129—306,988 males and 81,141 females (these figures include 47,272 registers identified for seasonal benefit claimants).

Adjudications on initial and renewal claims numbered 202,446, of which 149,919 or 74 per cent were "entitled to benefit". Of the 49,196 initial claims classed as "not entitled to benefit," 41,945 or 85 per cent were on behalf of claimants failing to fulfil the minimum contribution requirements. Total disqualifications, *i.e.*, those arising from initial, renewal, revised and seasonal benefit claims, amounted to 16,712, the chief reasons for disqualification being: voluntarily left employment without just cause, 6,153 cases; not capable of and not

available for work, 3,547 cases; and refused offer of work and neglected opportunity to work, 1,249 cases.

New beneficiaries during December totalled 114,218, in comparison with 74,130 during November and 107,597 during December 1955.

A total of \$12,528,015 was paid during December in compensation for 619,902 weeks of unemployment, against \$9,275,471 and 478,265 weeks in November, and \$11,942,873, 702,642 weeks and 4,532 days for December 1955.

Complete weeks comprise about 90 per cent of the total weeks compensated during December in both 1956 and 1955. Similarly, the proportion of the partial weeks attributable to excess earnings remains at about the same level as one year ago, *i.e.*, about 66 per cent.

The average weekly benefit rate for December 1956 was \$20.21, as against \$19.39 for November and \$17 for December 1955. The sharp rise in the current average rates over a year ago is due chiefly to the higher rates under the new Act, of which the full impact is only now being felt. The highest weekly rates payable under the 1940 Act were \$24 for a claimant with a dependent and \$17.10 if he had no dependent, and benefit rights in existence on October 2, 1955, were continued under the revised Act until they were either used up or a year had passed since their establishment, whichever occurred first. On claims filed under

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

the new Act, a claimant was required to prove a minimum of eight weeks' contributions under the new Act in order to be eligible for the new and higher rates (maximum \$30 for claimants with a dependent and \$23 if no dependent claimed). It should be pointed out, also, that even though the proportion of partial payments has not varied between December 1956 and 1955, constituting about 10 per cent of the total weeks compensated, there may be some difference in the degree to which weekly payments have been reduced.

The estimated average weekly number of beneficiaries was 155,000 for December, 108,600 for November and 162,600 for December 1955.

### Seasonal Benefit

Seasonal benefit as defined under the revised Unemployment Insurance Act 1955 is comparable to that paid under the supplementary benefit provisions of the 1940 Act (as amended in February 1950), with one important difference, *i.e.*, the supplementary benefit scheme was financed by an additional contribution of one cent per day by insured employees and their employers, and in some cases, deficits, had they occurred, would have been made up by Treasury. No special contributions are required for seasonal benefit under the revised Act.

As heretofore, claims adjudicated during December and for which the statutory conditions are not fulfilled are immediately considered for seasonal benefit. Though no benefit is payable under these provisions for unemployment occurring prior to the week in which the first of January falls, claimants may serve the waiting period in December and, if circumstances warrant, they may claim benefit commencing with that week.

To qualify for seasonal benefit, the claimant must fulfil one of the following conditions: that at least 15 contribution weeks were recorded on his behalf since the Saturday preceding the 31st day of March prior to the date of claim (group A) or that his most recent benefit period terminated since the preceding 15th day of April (group B).

The weekly benefit rate for a claimant in group A is based on the average of the weekly contributions paid on his behalf during the interval specified, while for those in group B the rate is that established on the most recent benefit period.

Claimants for seasonal benefit must comply with all the provisions of the Act except those relating to the minimum contributions, and the method of determining the weekly rate and total entitlement.

Claims considered for seasonal benefit totalled 41,896; 132 of these were renewal seasonal benefit claims filed. Of 41,837 claims adjudicated, 26,593 were entitled to benefit, 72 of which were renewal claims.

Seasonal benefit claimants having an unemployment register in the live file on the last working day of the month numbered 28,245 (22,166 males and 6,079 females).

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December show that insurance books or contribution cards were issued to 4,745,934 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At December 31, employers registered numbered 288,774, an increase of 1,787 during the month.

### Enforcement Statistics

During December 1956, 4,059 investigations were conducted by district investigators across Canada. Of these, 3,325 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions. The remaining 734 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 55 cases, 15 against employers and 40 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 358.\*

### Unemployment Insurance Fund

Revenue received in December totalled \$21,653,382.16 compared with \$21,038,964.17 in November and \$20,624,583.57 in December 1955. Benefit payments in December amounted to \$12,515,533.79, compared with \$9,258,141.20 in November and \$11,928,501.78 in December 1955. The balance in the fund at December 31 was \$926,776,830.22; at November 30 there was a balance of \$917,638,981.85 and at December 31, 1955, of \$890,857,489.63.

\*These do not necessarily relate to the investigations conducted during this period.

# Unemployment Insurance Plan for Commercial Fishermen Announced

Minister of Labour states in House of Commons that contributions will begin April 1 and consideration of applications for benefit January 1, 1958. Payment of benefits restricted to period January to mid-April

On February 5, the Hon. Milton F. Gregg, Minister of Labour, announced in the House of Commons that an unemployment insurance plan for fishermen had been worked out and approved by the Government.

The Minister said:

"The Commission is now taking the necessary steps through its regional and appropriate local offices to have the plan commence on April 1 next for the collection of contributions into the fund, and to commence on January 1 next for a consideration of applications for benefit.

"Under this plan commercial fishermen will be covered regardless of whether they are wage-earners, or work on shares as co-adventurers, or carry on their fishing operations alone. For those who are paid wages, the employer and the employee will, of course, make the contributions in the regular way.

"Fishermen who do not work for wages have no employer in the ordinary sense. It will be necessary in their case for the person who first buys or acquires a fisherman's catch to be treated as the employer for the purpose of making the contributions and keeping the records.

"In general, the rates of contributions and benefits will be the same as those applying to all other insured workers.

"The period when benefit may be paid will be restricted to the time of year when most fishermen are unemployed. The plan, therefore, provides for the payment of benefit only between the beginning of January and the middle of April, for such number of weeks as the claimant may be entitled to, with a minimum of ten. Provision is made for integrating fishing contributions with contributions from other insured employment.

"Contributions into the fund will commence as from April 1 next, but I wish to make it clear that these contributions will not count for any benefit until the beginning of January 1, 1958."

To an inquiry by T. S. Barnett (CCF, Comox-Alberni) as to when copies of the regulations will be available to members of the House, the Minister replied:—

"The regulations are now under preparation. As my hon. friend realizes, the first phase has to do with regulations covering contributions into the fund. These will be completed and will be made known to the offices affected before the opening date of April 1. The other regulations which have to do with the benefits will not be completed until after that date, so there will be a series of regulations and as they are completed they will be made available."

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## Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1327, January 24, 1957

**Summary of the Facts:** The claimant, 49 years of age, had worked as a stenographer in Edmonton, Alta., from February 22, 1954, to June 8, 1956, when she left voluntarily and moved to Drayton Valley, Alta., where her husband was employed. On June 13, 1956, she filed an initial

application for benefit and registered for employment as a bookkeeper.

The insurance officer disqualified her from receipt of benefit from June 10 to July 14, 1956, for separating from her employment voluntarily and without just cause, and for an indefinite period, also as of June 10, 1956, on the grounds that, by

moving to Drayton Valley, where there were no reasonable opportunities of employment, she rendered herself not available for work, pursuant to Sections 60(1) and 54(2)(a) of the Act respectively.

From these disqualifications the claimant appealed to a board of referees, stating that, while her sole reason for leaving her employment was to be with her husband, she had been dissatisfied for the past two years with certain working conditions of the job. She stated also that Drayton Valley was a thriving oil town with plenty of employment opportunities and that, although her age did not favour her chances of obtaining work, she was nevertheless seeking employment.

The board of referees, after having heard the claimant in Edmonton on July 4, 1956, unanimously dismissed the appeal. The board expressed the opinion that, while it was a wife's duty to live with her husband, in moving from a large centre such as Edmonton, which offered many employment opportunities, to a small town like Drayton Valley, the claimant had not shown just cause for voluntarily leaving her employment. The board felt also that the claimant was not available for work, mainly because her chances of finding employment in Drayton Valley were limited and she was not prepared to leave that town to obtain work elsewhere.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire.

In a memorandum dated August 24, 1956, the regional claims officer stated that there was little demand for female bookkeepers in Drayton Valley, which had a population of only 2,600, that the administrative work of most companies there was done in Calgary or Edmonton, and that the town had a hotel, a theatre, four coffee-shops and two cash-and-carry stores.

**Conclusions:** The unanimous finding of the board of referees is in accordance with the facts, the provisions of the Act and the jurisprudence laid down in similar cases.

As it has often been pointed out by the Umpire, unemployment insurance is essentially designed to cover cases of involuntary and short-term unemployment and not cases of persons who deliberately leave their employment in large centres and move to isolated and sparsely populated areas, thereby exposing themselves to lengthy periods of unemployment.

In the present case the claimant stated, in her appeal to me, that she had not applied for work up until that time.

It is an underlying principle of the Act that entitlement to benefit is conditional on a genuine desire to obtain work, and such desire can only be demonstrated by personal effort in that direction.

The appeal is dismissed.

#### Decision CUB-1330, January 24, 1957

**Summary of the Facts:** The claimant, married, 33 years of age, who resides in Willowdale, residential suburb of metropolitan Toronto, worked as a calculator in a department store in that city from July 7, 1954, to August 6, 1955, when she left voluntarily because of illness. On January 4, 1956, she filed an initial claim for benefit, stating that she was available for work. The claim was allowed.

On June 19, 1956, she turned down an offer of clerical employment with a Toronto publishing firm, as a 20-25-minute walk separated her home from public transportation and her doctor had advised her to refrain from over-fatigue in view of a rheumatic fever condition. She stated, however, that she was ready to accept work in Willowdale. The local office commented that only one possible opening had been found for her in that area since January 1956 and that she had failed the medical examination required.

The insurance officer disqualified the claimant from receipt of benefit for an indefinite period as from June 17, 1956, because in his opinion she had so restricted the area in which she would accept employment that she was considered as not available for work (Section 54(2)(a) of the Act).

The claimant appealed to a board of referees and submitted a medical certificate dated June 29, 1956, in which it was stated that she would be capable of employment only after hospitalization.

The board of referees which heard the claimant in Toronto on July 30, 1956, unanimously allowed the appeal on the grounds that the physical condition which prevented the claimant from accepting employment in downtown Toronto had been brought to the attention of the local office when she had filed her claim for benefit in January, also in March and April 1956, and that, since she had nevertheless been allowed to remain in receipt of benefit, she should still continue to receive benefit.

The Director of Unemployment Insurance appealed to the Umpire, contending that the claimant had been rightfully disqualified for non-availability for work.

*(Continued on page 364)*

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during January Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 209 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 144 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:—

Department	No. of Contracts	Aggregate Amount
Defence Production .....	135	\$948,744.00
Post Office .....	16	387,380.81
R.C.M.P. ....	1	7,920.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during January

During January the sum of \$5,534.39 was collected from 14 employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 254 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Shearwater N S:* Fundy Construction Co Ltd, construction of school extension. *Camp Gagetown N B:* Eastern Woodworkers Ltd, construction of school. *Fergus Ont:* Marshall Bros, repairs to basements of 9 units. *Fort William Ont:* Home Development Co, construction of housing units. *Toronto Ont:* Bennett & Wright Contractors Ltd, supply & installation of mechanical & electrical equipment in boiler house, Regent Park South. *Kamloops B C:* Cal-Kam Construction & Realty Co Ltd, \*repairs to foundations. *New Westminster B C:* Rosenquist & Sons, interior painting, Glenview Project.

### Department of Citizenship and Immigration

*Norway House Indian Agency Man:* Keewatin Electric Ltd, rewiring of Cross Lake IRS & installation of generating equipment. *Blood Indian Agency Alta:* Hillas Electric Co, rewiring of St Paul's IRS. *Saddle Lake Indian Agency Alta:* Hillas Electric Co, rewiring of Blue Quills IRS. *Vancouver Indian Agency B C:* Moore Electric, electrical alterations to Sechelt IRS.

### Defence Construction (1951) Limited

*Halifax N S:* Standard Paving Maritime Ltd, paving, drainage & fencing, etc, of garage & DIS depot, Willow Park. *Camp Gagetown N B:* Westeel Products Ltd, \*alterations to administration bldg D-2. *Casey Que:* International Water Supply Ltd, \*locating & developing of well. *Camp Borden Ont:* W B Sullivan Construction Ltd, construction of physical training bldg & outside services. *Rockcliffe Ont:* Beaver Construction Co, construction of sewer extension & improvements at sewage outfall, RCAF Station. *Churchill Man:* Central Bridge Co Ltd, supply & erection of POL storage tanks.

### Building and Maintenance

*Fredericton N B:* John A Kennedy & Co Ltd, rewiring & relighting of armoury. *Ste Therese Que:* Charney Bros Inc, interior painting of PMQs. *Camp Borden Ont:* Cardinal Painting & Decorating Co Ltd, interior painting of bldgs; D M Hawkins & Co, interior painting of PMQs. *Centralia Ont:* Arthur Hall, interior painting of PMQs, RCAF Station. *Boundary Bay B C:* R H Neven Co Ltd, interior painting of PMQs.

### Department of Defence Production

*Summerside P E I:* County Construction Co Ltd, alterations & additions to control tower, RCAF Station. *Greenwood N S:* Kentville's Hardware Store Ltd, replacement of roof on hangar, RCAF Station. *Halifax N S:* Thomas Clark, repairs to wall, bldg No 3, Willow Park. *Sydney N S:* Municipal Ready-Mix Ltd, repairing of asphalt paving, Point Edward Naval Base. *Longueuil Que:* Tweddle Ltd, repairs to heating plant, Naval Armament Depot. *Montreal Que:* Tree Surgery Co Ltd, removal of snow, DND property, 350 Chabanel St; Lester Bros Reg'd, interior painting of armouries. *St Johns Que:* Richards Wilcox Canadian Co Ltd, overhauling of hangar doors, RCAF Station. *Sherbrooke Que:* Gerald Boissonneault, snow removal from DND properties. *Ville La Salle Que:* Broadway Paving Co Ltd, paving of parade ground, Naval Supply Centre. *Douglasview Ont:* Canadian Comstock Co Ltd, inspection tightening of power distribution lines, No 1 Supply Depot. *Listowel Ont:* Starr Construction, repairs & painting at armouries. *Milton Ont:* Breen Bros Ltd, installation of hot water system in armouries. *Ottawa Ont:* J Becker Inc, repairing of underground steam & return line, RCAF Station; James T

Purcell, interior painting of bldg No 208, RCME workshop, Airport. *Welland Ont*: E S Fox, Plumbing & Heating Ltd, replacement of drainage systems, resurfacing of roads, etc, armouries. *Windsor Ont*: L Fitch & Son, installation of ablation facilities, armouries.

### Department of Fisheries

*New Westminster B C*: Star Shipyard (Mercer's) Ltd, \*construction of 42-ft fisheries patrol vessel; Star Shipyard (Mercer's) Ltd, \*construction of 45-ft fisheries patrol vessel.

### National Research Council

*Ottawa Ont*: John Thompson-Leonard Ltd, supply & erection of boiler in heating plant, Montreal Road; Hurdman Bros Ltd, construction of ship model testing basin, phase 1, Montreal Road Laboratories.

### Department of National Revenue

*Roosville B C*: Oglow Bros Building & Supply Co Ltd, construction of office bldg, residence & garage.

### Department of Northern Affairs and National Resources

*Cape Breton Highlands National Park N S*: Leo Boudreau, installation of plumbing system in bldg. *Halifax N S*: Carter & Smith Ltd, installation of electrical facilities at Citadel. *Pointe Pelee National Park Ont*: Mac J Brian Ltd, installation of plumbing, electrical, water & sewer systems in comfort stations. *Glacier National Park B C*: Greenall Bros Ltd, construction of camps. *Kootenay National Park B C*: Engineered Buildings (Calgary) Ltd, construction of camp bldgs, Hawk Creek mile 20.5, Banff-Windermere Highway. *Yoho National Park B C*: Angus Plumbing & Heating, installation of plumbing & heating systems in staff residence.

### Department of Public Works

*St John's Nfld*: Colonial Construction Co Ltd, alterations to bldg No 28, Buckmaster's Field; Cabot Construction & Supplies Ltd, additions & alterations to bldg No 6, Naval Dockyard; Argo Construction Ltd, construction of customs bldg. *Stewiacke N S*: Harold S Dewar, construction of RCMP quarters. *Tiverton N S*: T C Gorman (Nova Scotia) Ltd, wharf repairs. *St Andrews N B*: Modern Construction Ltd, extension to Atlantic Biological Station. *West Saint John N B*: J E Wilson Roofing Co Ltd, repairs to Customs Immigration Bldg. *Blackpool (Lacolle) Que*: Lewis Bros Asphalt Paving Ltd, resurfacing of customs inspection areas, Customs & Immigration Bldgs. *Bonaventure Que*: Fortunat Bernard, \*dredging. *Montreal Que*: Anglin-Norcross (Quebec) Ltd, construction of Income Tax Bldg. *Phillipsburg Que*: Paul Boucher, addition & alterations to Customs Bldg. *St Jean Que*: Paul Boucher Ltd, construction of RCMP detachment quarters. *St Juste du Lac Que*: Jean-Baptiste Rioux, wharf repairs. *Arnprior Ont*: M Sullivan & Son Ltd, construction of foundations, etc & general repairs to bldg No 14, Civil Defence College. *Kingston Ont*: Norman James Pollitt, demolition of various bldgs. *Ottawa Ont*: Thomas Fuller Construction Co Ltd, construction of fire laboratory bldg, NRC, Montreal Road; Thomas Fuller Construction Co Ltd, construction of administration bldg, Booth St; Ross-Meagher Ltd, renovation of Mortimer Bldg; George C Graves Construction Co Ltd, alterations to 1st floor, etc, old Printing Bureau; Trans Imperial Construction Ltd, alterations to 5th, 6th & 7th floors, Booth bldg; Rene Cleroux, installation of boiler feed pump, Central Heating Plant; Edge Ltd, replacement of water pipes, Centre Block, Parliament Bldgs; Stanley G Brookes, installation of lighting fixtures & wiring, Victoria Museum; Stanley G Brookes, improvements to lighting, Postal Terminal; A Bruce Benson Ltd, alterations to Motor Bldg; Canarctic Refrigeration Ltd, supply & installation of ice cubes machine, Centre Block, Senate Side; William D'Aoust Construction Ltd, alterations to postal accommodation bldg, 379 Catherine St; Lumo Electric, installation of boiler & oil burner, Royal Canadian Mint; Lumo Electric, additions to heating & ventilation system in rolling mill room, Royal Canadian Mint; Rene Goulet Construction Co Ltd, alterations to Norlrite Bldg; N A Bordeleau & Sons Ltd, repairs to chairs, House of Commons Galleries. *Pigeon River Ont*: Northland Machinery Supply Co Ltd, installation of water supply system in Customs & Immigration Bldg. *St Thomas Ont*: Ellis-Don Ltd, construction of federal bldg. *Teeswater Ont*: A J Brown, construction of post office bldg. *Toronto Ont*: John Barry Salt, repointing & repairs to stonework, federal bldg No 1, Front St West. *Walpole Island Ont*: Birmingham Construction Ltd, wharf reconstruction. *Indian Head Sask*: Hilsden & Co Ltd, construction of header house, Forest Nursery Station. *Banff National Park Alta*: Assiniboia Construction Co Ltd, reinforcing concrete bridge, Pipestone Creek, Trans-Canada Highway;

Burns & Dutton Concrete Construction Co Ltd, reinforcing concrete bridge over Bow River, Trans-Canada Highway; W C Wells Construction Co Ltd, grading, culverts, base course & prime coat, mile 31-43, Trans-Canada Highway. *Meanook Alta*: Norman Hoff Construction Ltd, construction of bldg & ground work, Dominion Observatory. *Wood Buffalo Park Alta*: H Kelly & Co Ltd, construction of Lake Claire abattoir. *Colwood B C*: Pacific Piledriving Co Ltd, repairs & rebuilding of fire walls, RCN Fuel Oil Depot. *Comox B C*: Todd Construction Co Ltd, construction of RCAF wharf. *Esquimalt B C*: G H Wheaton Ltd, construction of chain storage platform. *Sidney B C*: Pacific Piledriving Co Ltd, wharf repairs. *Yoho National Park B C*: Poole Construction Co Ltd, construction of concrete bridge over Ottertail River, Trans-Canada Highway. *Fort McPherson N W T*: Barry Sheet Metal Co Ltd, supply & installation of warm air heating system for day school & teacherage; Hillas Electric Co, construction of pole line & supply & installation of electrical services for warehouse, office bldg, hostel, teacherage, day school & walk-in refrigerator; H Kelly & Co Ltd, supply & installation of hot water heating system for hostel & plumbing services for hostel, teacherage & day school.

#### (Contracts Awarded Previous to January 1957)

*Lauzon Que*: La Cie de Carrelages de Quebec Ltee, installation of quarry tile floor, Champlain Drydock. *East Angus Que*: Oscar Bergeron, supply & installation of furnaces in public bldg. *Hull Que*: Bedard-Girard Ltd, extension of services to machinery & equipment in "H" Section, National Printing Bureau. *Montreal Que*: Duromatic Asphalt Ltd, laying of asphalt, Customs Examining Warehouse; J J Shea Ltd, exterior painting of Customs Examining Warehouse; Allied Building Services Ltd, cleaning, pointing & waterproofing of Postal Station "H". *Ottawa Ont*: Ontario Building Cleaning Co Ltd, cleaning interior stonework of Senate Chamber & Gallery, Parliament Bldgs. *Toronto Ont*: Canadian Rogers Eastern Ltd, renewal of window sills, City Delivery Bldg, Bay & Front Sts; John William Cole, installation of burglar alarms & safe enclosures at various post office locations. *Gretna Man*: Ernest E Jack (McBain & Jack) alterations & renovations to federal bldg. *Winnipeg Man*: Bowyer-Boag Ltd, modification to heating system in Commercial Bldg. *Regina Sask*: Smith Bros & Wilson Ltd, provision of parking lot at federal bldg. *Banff Alta*: Bernard A Scott, alterations to administration bldg. *Vancouver B C*: R D Bristowe Ltd, reroofing old portion of federal bldg.

#### The St. Lawrence Seaway Authority

*Lachine Section Que*: Miron & Freres Ltee, construction of pipeline for water intake, municipalities of Longueuil & Jacques Cartier; S D Miller & Sons, construction of collector sewer & outfalls, municipalities of Montreal South, Jacques Cartier, St Lambert & Preville; Dominion Bridge Co Ltd, modification of Jacques Cartier Bridge; Atlas Construction Co Ltd, construction & maintenance of approach to Honore Mercier Bridge & demolitions; Atlas-Winston Ltd, excavation of channel & construction of dyke, station 900-00 to 930-00, embankments & CPR bridge substructure; J M Langlois, production of railway ballast & roadway base material, Cote Ste Catherine; Dominion Bridge Co Ltd, construction of superstructure for vertical lift bridges near Caughnawaga; Dominion Bridge Co Ltd, construction of superstructure for vertical lift bridges, St Lambert Lock; Dominion Bridge Co Ltd, construction of superstructure from Piers 14 to 29, Honore Mercier bridge extension. *Soulanges Section Que*: Dominion Structural Steel Ltd, erection of St Louis & Valleyfield vertical lift bridges over ship channel, Beauharnois Canal; Bridge & Tank Co of Canada Ltd, construction of superstructure of NYC swing bridge, Upper Beauharnois Lock; Dominion Structural Steel Co Ltd, supply & erection of vertical lift spans for St Louis & Valleyfield Bridges. *Cornwall Ont*: John Entwistle, installation of water supply, Courtauld's Ltd. *Cornwall Island Ont*: McNamara Construction Co Ltd, construction of substructure of high level bridge over South Channel; McNamara Construction Co Ltd, dredging, station 16-00 to station 74-00, International Rapids Section; Marine Industries Ltd, dredging & channel improvements, International Rapids Section. *Iroquois Ont*: Dominion Bridge Co Ltd, repairs & dismantling of Atwater Swing Bridge & re-erection at Iroquois, International Rapids Section; Dominion Bridge Co Ltd, reinforcing of Iroquois Swing Bridge, International Rapids Section. *Port Colborne Ont*: Canadian Dredge & Dock Co Ltd & McNamara Construction Co Ltd, dredging, station 1231-00 to 1460-00, Welland Ship Canal. *Thorold Ont*: Russell Construction Co Ltd, dredging, guard gate to station 710-00, Welland Ship Canal. *Ont & Que*: Maritime Steel & Foundries Ltd, supply & erection of wire rope fenders at locks, Iroquois, Cote Ste Catherine, St Lambert & Beauharnois; Bridge & Tank Co of Canada Ltd, supply & installation of valve operating machines at locks, Iroquois, Cote Ste

Catherine, St Lambert & Beauharnois; Timberland Machines Ltd, supply & erection of stiff-leg derricks at locks, Iroquois, Cote Ste Catherine, St Lambert & Beauharnois; Dominion Bridge Co Ltd, supply & erection of sector gates at locks, Iroquois, Cote Ste Catherine & Upper Beauharnois; Northern Equipment Ltd, supply & installation of standby diesel generator at locks, Iroquois & Cote Ste Catherine; Canadian Vickers Ltd, supply & erection of mitre gates at locks, Iroquois, St Lambert, Cote Ste Catherine & Beauharnois; Bridge & Tank Co of Canada Ltd, supply & installation of taintor lock valves at locks, Iroquois, St Lambert, Cote Ste Catherine, Upper & Lower Beauharnois, & taintor regulating valves at Upper Beauharnois.

### Department of Transport

*Gander Nfld:* Chisholm Construction Co Ltd, construction of access road, airport. *Torbay Nfld:* Allied Construction Co Ltd, construction of air terminal bldg & related work at airport. *London Ont:* John Gaffney Construction Co Ltd, construction of radio beacon bldg & related work. *Princeton B C:* S & S Electric Ltd, erection of boundary fence at airport.

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### Decisions of Umpire

*(Continued from page 359)*

**Conclusions:** On the facts before me I consider that the board of referees erroneously found that the claimant was entitled to unemployment insurance benefit.

In the light of the claimant's self-restricted availability for work, her failure to pass a medical examination for prospective employment, the medical certificate submitted on June 29, and the apparent lack of personal efforts to find a job, it is manifest that the condition which forced her to withdraw from the labour field in August 1955 still existed when she filed a claim for benefit in January 1956. While the insurance officer may not have had the necessary facts in his possession to disqualify her under Section 66 of the Act (separation from work by reason of illness) at the time of her claim, he would have been justified to do so, with retroactive effect to the date of her claim, when the medical certificate was made available in

June 1956, under a new re-adjudication within the terms of Section 79. This he did not choose to do, and the question which was placed before the board of referees and is now before me is whether or not the claimant was available for work, within the meaning of the Act, when she failed to apply for the employment notified to her, considering the fact that she limited her employability to the Willowdale area.

Any claimant who, after several months of unemployment, limits his availability for work to a district where his chances to find employment are very limited, disqualifies himself under the Act. This applies *a fortiori* to a claimant whose capability of work is impaired.

For those reasons the board should have maintained the disqualification imposed by the insurance officer, which is reinstated as from the date on which this decision shall be communicated to the claimant.

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### Recent Regulations

*(Continued from page 355)*

be those set for Zone III. The minimum rate payable to experienced workers is 41 cents an hour. Inexperienced workers, that is, apprentices and employees who are not doing skilled work or work requiring training, must be paid at least 31 cents an hour. The number of inexperienced workers, however, may not exceed 20 per cent of the total number of employees in the establishment.

No overtime rates are provided for these employees nor are they eligible for weekly rest or the three-hour minimum. However, they are entitled to an annual holiday with pay and the other benefits provided under Order 3, 1957, described above.

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### Collective Agreements

*(Continued from page 339)*

Under about 17 per cent of the contracts, standard hours of work were reduced. The only concentration was in 29 agreements which reduced weekly hours to 40.

Pension plans, group health insurance plans and escalator clauses received only a small amount of attention. Only 30

cost-of-living escalator clauses were found among the agreements examined, and the large majority of these had been carried over from previous agreements. On the other hand, in seven of the new agreements escalator clauses previously in operation were discontinued.

# WAGES, HOURS, WORKING CONDITIONS

## Salaries and Hours of Work in Municipal Government Service

Salaries of police constables, firefighters and labourers were raised in 1956 in approximately 70 per cent of the 77 Canadian municipalities surveyed, and hours of work were reduced in about 11 per cent of them

Information based on returns from 77 municipalities across Canada shows that approximately 70 per cent of them increased salaries of police constables, firefighters and labourers from 1955 to 1956. Hours of work per week were reduced in approximately 11 per cent of the same cities. This information is obtained from the annual survey of wage rates at October 1 conducted by the Economics and Research Branch of the Department of Labour.

The accompanying table shows the maximum basic salaries\* of first class police constables and firefighters, hourly wage rates for works department labourers, and standard hours of work per week for each of these three groups of workers. The data apply to the pay period preceding October 1, 1955 and 1956. Comparable data for the years 1954 and 1955 appeared in the May 1956 issue of the *LABOUR GAZETTE* (p. 563). This year, for the first time, information for Chicoutimi and Rouyn in Quebec has been included in the table.

The highest salaries were paid to both police constables and firefighters in Toronto, Windsor, New Westminster and Vancouver, and to firefighters in Prince

Rupert. These employees received salaries in excess of \$4,000 per year. Both police constables and firefighters were paid the same rate of pay in several cities in the Maritime Provinces and Quebec, while in most centres in Ontario and the Prairie Provinces, salaries for police constables were slightly higher than those for firefighters. In several centres of British Columbia, salaries for firefighters were higher than those for police constables.

Most of the increases received in 1956 by police constables and firefighters were of comparable size. A total of 73 cities reported salaries for police constables and of these, 52 showed salary increases over 1955; the increases ranged from \$55 to \$600. In the case of firefighters, 51 of 72 reporting cities granted increases, ranging from \$39 to \$399.

Hourly wage rates shown for labourers are those paid to workers in that category in the works department of the municipality, although labourers in other civic departments are often paid at the same rates. In some cases where ranges of rates are given, the lower figure represents the starting wage rate and the higher one the maximum rate paid to labourers, generally to those engaged in more strenuous work.

The hourly wage rates paid in 1956 to civic labourers varied from \$0.75 in Charlottetown to \$1.68 in Vancouver. The size of the hourly increases from 1955 to 1956 ranged from 1½ cents per hour in Sorel to 20 cents in St. Thomas. The average increase was approximately 6 cents per hour in 59 cities reporting higher rates.

\*The "maximum basic salary" for police constables and firefighters is the salary paid after the probationary and training period has been completed, frequently from three to five years, but before long-term service increases are obtained. It includes cost-of-living bonuses, wherever paid, but does not include allowances for uniforms, boots, transportation, etc. In almost every instance, the salaries listed are those received by the majority of the police constables or firefighters in each of the communities.

# SALARIES AND HOURS OF WORK IN MUNICIPAL GOVERNMENT SERVICE OCTOBER 1955 AND 1956

Municipality	Police Constable			Firefighter			Labourer(?)		
	Maximum Basic Salary per Year		Standard Hours per Week	Maximum Basic Salary per Year		Standard Hours per Week(?)	Wage Rate per Hour		Standard Hours per Week
	1955 \$	1956 \$		1955 \$	1956 \$		1955 \$	1956 \$	
Newfoundland— Corner Brook.....									
St. John's.....	3,000	3,000	48	3,000	3,000	81(?)	1.20 1.00	1.31 1.05	48 44
Prince Edward Island— Charlottetown.....	2,400	2,400	48				.70	.75	48
Nova Scotia— Glace Bay.....	3,035	3,035	48						
Halifax.....	3,180	3,180	41½	3,180	3,180	63	1.20 1.17 & 1.27	1.20 1.17	44 40
Sydney.....	3,060	3,120	43				1.24½	1.37	44
New Brunswick— Fredericton.....	2,980	2,980	48	2,980	2,980	56	.97 & 1.06	.97 & 1.06	44
Moncton.....	3,249	3,249	40	3,270	3,270	56	1.18	1.24	40
Saint John.....	3,020	3,171	40	3,020	3,171	56	1.19½		40
Quebec— Cap-de-la-Madeleine (?)	2,756	3,120	56	2,756	3,120	56	.85	.90	48
Chicoutimi (?)		3,380	51		3,380			1.35	44
Drummondville (?)	3,484	3,484	56	3,484	3,484	56	1.00 & 1.05	1.00 & 1.05	48
Hull.....	3,000	3,600	48	2,950	3,200	72	1.06	1.07	48
Joliette.....	3,328	3,328	48	3,120	3,580	60	1.08	1.08	48
Lachine.....	3,320	3,652	48	3,260	3,586	60	1.21 & 1.27	1.21 & 1.27	44
Magog.....	2,889	2,889	60				.96 & .98	.94 & 1.00	48
Montreal.....	3,673	3,773	48	3,673	3,773	56	1.12 & 1.32	1.28 & 1.34	44
Quebec.....	2,964	3,120	48	2,964	3,120	72	1.06	1.10	45
Rouyn.....		3,705	54		3,705	54		1.08	51
St. Hyacinthe (?)	3,119	3,119	55	3,119	3,119	55	.93	1.12	48
St. Jean.....	3,120	3,120	60				1.00	1.01	51
St. Jerome.....	3,068	3,172	48				1.00	1.01	44
Shawinigan Falls (?)	3,120	3,380	48	3,276	3,380	60	1.25	1.30	41
Sherbrooke.....	3,141	3,276	48	3,297	3,380	72	1.06	1.12	48
Sorel (?)	2,756	3,016	48	2,756	3,016	48	.95	1.15	40
Trois-Rivieres (?)	3,224	3,224	56	3,224	3,224	56	1.04½	1.04½	44
Verdun.....	3,673	3,673	48	3,673	3,673	60	1.10	1.20	44
Westmount.....	3,673	3,673	48	3,673	3,673	60			41
Ontario— Belleville.....	3,475	3,625	48	3,275	3,350	56	90—1.23	95—1.28	44
Brantford.....	3,650	3,650	44	3,550	3,650	56	1.37—1.48½	1.45 & 1.50½	40
Brockville.....	3,400	3,500	48	3,210	3,360	56	1.06	1.10	45
Chatham.....	3,560	3,810	44	3,589	3,655	56	1.27	1.30	40
Cornwall.....	3,350	3,350	48	3,350	3,600	56	1.10	1.20	44
Fort William.....	3,660	3,960	44	3,542	3,542	48	1.30 & 1.34½	1.36 & 1.40½	40

Galt.....	3,700	48	3,375	56	1.15	1.28	45
Guelph.....	3,665	44	3,475	56	1.23	1.31 & .36	44
Hamilton.....	3,822	40	3,958	46½	1.33½	1.42½	40
Kingston.....	3,600	44	3,767	56	1.04 & 1.08	1.11 & 1.23½	40
Kirkland Lake.....	3,748	44	3,900	56	1.19 & .22	1.28	49
Kitchener.....	3,780	44	3,780	56	1.29	1.38	41
London.....	3,800	40	3,701	56	1.29	1.38	41
Niagara Falls.....	3,700	40	3,800	56	1.47 & .48	1.51	40
North Bay.....	3,670	44	3,668	48	1.36	1.41	40
Ontario.....	3,725	44	3,725	56	1.39 & .45	1.41—1.53	40
Ottawa.....	3,780	40	3,575	56	1.16 & 1.18	1.21 & 1.23	40
Pelee Sound.....	3,650	44	3,250	56	1.10—1.24	1.12—1.26	45
Port Arthur.....	3,750	44	3,750	56	1.34 & 1.40	1.39 & 1.45	42½
St. Catharines.....	3,750	44	3,658	48	1.18—1.29	1.37—1.47	40
St. Thomas.....	3,310	44	3,432	56	1.30—1.38	1.30—1.41	48
Samia.....	3,650	44	3,650	56	1.47	1.53	40
Sault Ste. Marie.....	3,780	44	3,904	48	1.48½	1.53½	47
Stratford.....	3,425	44	3,350	56	1.24	1.29	40
Sudbury.....	3,797	44	3,680	56	1.28—1.41	1.28—1.48	44
Timmins.....	3,545	44	3,419	48	1.17 & 1.25	1.21 & 1.29	44
Toronto.....	4,000	40	4,071	56	1.49	1.49	40
Welland.....	3,600	44	3,500	56	1.55½	1.61½	40
Windsor.....	3,750	40	3,750	56	1.25	1.25	44
Woodstock.....	3,400	44	3,200	56			
Manitoba—							
Brandon.....	2,940	48	2,976	56	.97	1.05	44
St. Boniface.....	3,321	40	3,441	48	1.00—1.19	1.00—1.23	40
Winnipeg.....	3,695	40	3,564	44	1.12—1.29	1.20—1.35	40
Saskatchewan—							
Moose Jaw.....	3,252	40	3,276	56	1.17	1.12—1.26	40
Prince Albert.....	3,120	44	3,006	56	1.13	1.23 & 1.28	40
Regina.....	3,684	40	3,685	48	1.18 & 1.28½	1.28 & 1.39	40
Saskatoon.....	3,540	40	3,514	48	1.13—1.30	1.24—1.42	40
Alberta—							
Calgary.....	3,756	40	3,756	48	1.36	1.38	40
Edmonton.....	3,785	40	3,745	48	1.30—1.39	1.35—1.40	40
Lethbridge.....	3,720	40	3,420	48	1.30	1.33	40
Medicine Hat.....	3,540	42	3,195	48	1.19—1.29	1.24 & 1.34	40
British Columbia—							
Nanaimo.....	3,096	44	3,726	48	1.46	1.51	40
Nelson.....	4,026	40	3,198	48	1.44	1.51	40
New Westminster.....	3,406	40	4,116	48	1.53—1.57	1.56—1.60	40
Prince Rupert.....	.....	48	4,020	48	1.61	1.66	40
Trail.....	4,188	40	3,672	48	1.52	1.47	42
Vancouver.....	4,332	40	4,128	48	1.52—1.63	1.56½—1.68	40
Victoria.....	3,875	40	4,160	48	1.36 & 1.40	1.39—1.50	40

(1) Firefighters in most centres in Eastern Canada operate on the "two platoon" system. In a typical fire department shifts of 10 hours by day and 14 by night, are arranged over six-week cycles in such a manner as to average 56 hours. Under this system, all work weeks are not of uniform length, but vary between 40 and 80 hours. In the western provinces, where the "three platoon" system is used, the 48-hour week is more common.

- (2) Labourers in Works Department only.  
 (3) On call 84 hours per week, not actual hours worked.  
 (4) Both Police and Firefighting duties combined.

# STRIKES AND LOCKOUTS

## Canada, January 1957\*

At the beginning of the year, eight work stoppages resulting from strikes or lockouts that began in the latter part of 1956 had not been settled. Two of the stoppages began in September, one in October, three in November, and two in December. Only two of them involved more than 100 workers and a time loss totalling more than 5,000 man-days.

During January, two of the stoppages, with 91 workers, were settled; the other six, involving 398 workers, remained un-concluded at January 31.

Workers directly involved in the eight stoppages numbered 489, and their time-loss during January amounted to 11,255 man-days. From the date of commencement of the stoppages to the end of January, 34,550 man-days had been lost.

Added to the eight carried over from the previous year, sixteen strikes or lockouts began during January. In one, the strike by locomotive firemen of the Canadian Pacific Railway, more than 2,500 workers were directly involved and more than 65,000 other employees of the Company were laid off for the nine days of the strike. Another stoppage of 1,000 workers in the ladies' garment trades lasted less than one day. A dispute at a Nova Scotia coal mine also involved approximately 1,000 workers. Two of the stoppages directly concerned 500 or more workers, and each of four included between 100 and 500 workers.

Of the sixteen strikes or lockouts commencing during January, nine, directly affecting 5,009 workers, were of relatively short duration, having been concluded by the month's end. Still in existence at the end of the month were seven involving 1,979 workers.

Workers directly concerned in the sixteen work stoppages commencing during

January totalled 6,988. Their lost time in the month amounted to 41,425 man-days, more than half of which was caused by the strike of CPR firemen.

The 24 strikes in existence during January directly involved 7,477 workers in a time loss of 52,680 man-days. In Table G-1 at the back of this issue, these figures are compared with similar statistics for December 1956 and for January 1956. The table shows a moderate increase in strike or lockout activity in January 1957 compared with the previous month, but a substantial drop compared with a year ago.

As noted above, two of the stoppages carried over from 1956 and nine of those commencing during the first month of this year were terminated by January 31. Thus, at the end of the month there were thirteen strikes or lockouts still in progress, involving 2,377 workers; 1,000 workers were concerned in one case and 600 in another. None of the remainder involved more than 200 persons.

A complete list of stoppages in effect during the month of January is shown in Table G-2 at the back of the book. The list is divided into those that began prior to January and had not been concluded by the first of the month, and those beginning during the month. For stoppages that ended during January, the termination date is given. Also shown is the time-loss during January and the total loss in man-days to January 31 or the termination date where applicable. It will be noted that a stoppage at L'Assumption Shoe Limited, which began on September 19 and ended on November 11, is included in the table. This stoppage had been shown as still in progress in December, but information received in January confirmed that it had, in fact, been ended in November.

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Strike activity in the United States during January was at a relatively low level compared with the same month in most years since the war. A preliminary report by the U.S. Bureau of Labor Statistics shows a total of 325 work stoppages in progress during the month, including those continuing from previous months.

Idled were 80,000 workers for an estimated time loss of 550,000 man-days. Of the stoppages in effect in January, 225 began during the month; these involved 60,000 workers.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, February 1957

Canada's consumer price index (1949=100) moved from 120.3 to 120.5 between January and February to establish a new high.\* The February index stands 3.5 per cent above the level of a year ago.

The current month's changes in group indexes were very slight, except for "other" commodities and services, which advanced 0.6 per cent.

The food index moved from 117.1 to 117.2 as numerous slight increases throughout all foods were nearly offset by somewhat larger price decreases in coffee, eggs, lettuce and tomatoes. The only item to register a significant increase was sugar.

The shelter index increased a further 0.1 per cent from 133.6 to 133.8, following small increases in both the rent and homeownership components.

The only group to decline was clothing, which moved from 107.6 to 107.4 as sale prices for women's winter coats and over-shoes, as well as boys' parkas, outweighed a further increase in the price of men's suits.

Household operation changed from 119.0 to 119.1 as price increases occurred for fuel oil and a number of items of furniture, textiles and utensils. Lower prices were recorded for floor coverings, detergents and floor wax.

The increase in "other" commodities and services from 123.1 to 123.8 resulted from a substantial advance in hospital room rates combined with increases for gasoline, drug and personal care items, and alcoholic beverages.

The index for February last year stood at 116.4. Group indexes on that date were: food 109.9, shelter 131.5, clothing 108.6, household operation 116.7, and other commodities and services 119.3.

## City Consumer Price Indexes, January 1957

Consumer price indexes (1949=100) were higher in five of the ten regional cities between December 1956 and January 1957, unchanged in two, and lower in three cities.\*

Changes were all quite moderate, ranging from an increase of 0.3 per cent in both Winnipeg and Vancouver to a decrease of

0.2 per cent in both Ottawa and Edmonton-Calgary.

In foods, prices were higher in most cities for sugar, jam, tea, cheese, potatoes and fats. Eggs, imported vegetables and pork were generally lower. Men's wear increased in most cities. Coal prices were up in seven of the ten regional cities. New passenger cars showed further price increases, following complete pricing of 1957 models. Toilet soap increased in most regional cities.

Regional consumer price index point changes between December and January were as follows: Winnipeg +0.4 to 118.8; Vancouver +0.4 to 122.1; St. John +0.2 to 107.7†; Halifax +0.1 to 118.6; Saint John +0.1 to 121.2; Ottawa -0.2 to 121.4; Edmonton-Calgary -0.2 to 117.2; Montreal -0.1 to 120.6. Toronto and Saskatoon-Regina remained unchanged at 123.1 and 117.1 respectively.

## Wholesale Prices, January 1957

Canada's general wholesale price index (1935-39=100) advanced 0.6 per cent between December and January to 229.4 from 228.1, and was 3.3 per cent higher than the 222.0 registered in January 1956.

Increases over December were registered in seven of the eight component groups, non-ferrous metals registering the only decline.

Vegetable products index advanced 1.6 per cent to 203.5 from December's 200.3, due mainly to higher prices for sugar, potatoes, onions, lemons and No. 2 Ontario peas that outweighed lower prices for raw rubber, cocoa beans and cocoa butter.

The animal products index rose 0.8 per cent to 237.6 from 235.8, increased prices for calves, veal carcasses, calf skins and pork products more than counter-balancing decreased prices for grayfish oil, poultry, cheese and eggs.

The index for non-metallic minerals rose 0.4 per cent to 187.4 from 186.6. The chemicals group index also rose 0.4 per cent to 181.8 from 181.1.

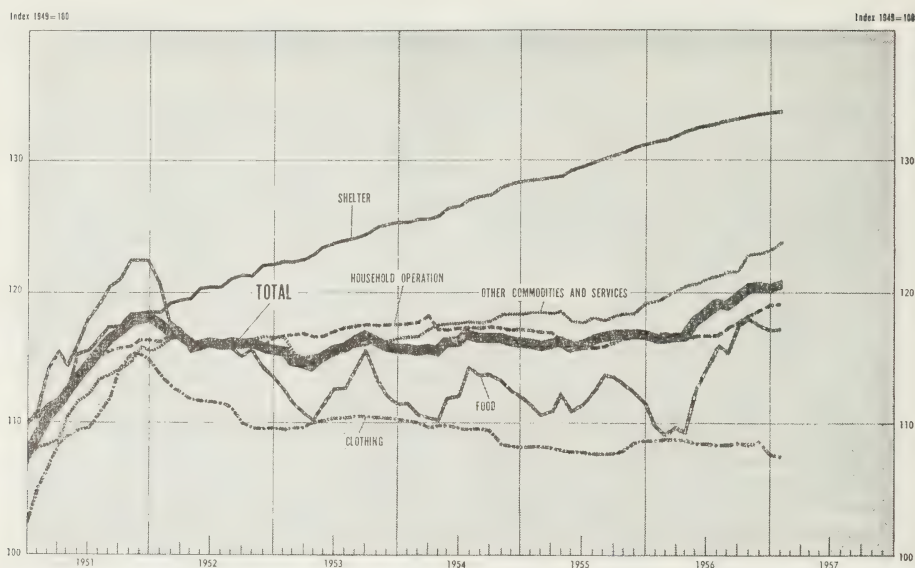
In the wood products group lower prices for wallboard, cedar and some fir products were insufficient to halt the 0.2-per-cent

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

†On base June 1951=100.

# CONSUMER PRICE INDEX FROM JANUARY 1951



increase in the index to 298.8 from 298.1. Increased prices for castings, tin plate and some hardware items were the main contributors to a rise of 0.2 per cent in the iron products index to 250.3 from 249.7. The index for textile products rose fractionally (0.1 per cent) to 234.6 from 234.3.

Non-ferrous metals, the only group to record a decline, fell 0.3 per cent to 189.9 from 190.4.

**The index of farm product prices** at terminal markets (1935-39=100) advanced 0.6 per cent to 211.6 from December's 210.3, reflecting gains in both eastern and western indexes. The field products index rose 1 per cent to 166.0 from 164.4 as higher quotations for eastern potatoes, hay and peas and western rye more than offset lower prices for western potatoes and flax, and eastern wheat, oats, rye and corn. Animal product index recorded a rise of 0.4 per cent to 257.2 from 256.2; most livestock prices registered gains but steers were off slightly. Prices were also higher for fluid milk, eastern cheesemilk and western butterfat, but lower for eggs and eastern poultry.

**The residential building material index** (1935-39=100) rose 0.2 per cent to 293.3 from 292.7, reflecting increased quotations for some lumber items and cement. Lower prices for electrical wire and shellac con-

tributed to small losses in the electrical equipment and paint and glass groups.

**The non-residential building index** (1949=100) also rose in January to 130.0 from 129.6 as scattered increases affected several groups, including tile, blocks, brick and stone, cement, sand and gravel, and hardware. Indexes for the lumber and electrical equipment and material groups were fractionally lower.

## U.S. Consumer Price Index, January 1957

The United States consumer price index (1947-49=100) registered its fifth monthly increase in a row between mid-December and mid-January to reach yet another high. It rose 0.2 per cent from 118 to 118.2, which is 3.1 per cent higher than the index for January 1956.

The average index for 1956 was 116.2.

The January food index dropped 0.1 per cent, to 112.8, and the clothing index dropped 0.6 per cent to 106.4; but every other group index increased.

## U.K. Index of Retail Prices, November 1956

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose to 103.1, a new high, between mid-October and mid-November 1956. The mid-October index was 102.7.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 103.

## Annuities

1. CANADA. DEPARTMENT OF LABOUR. ANNUITIES BRANCH. *Canadian Government Annuities*. Ottawa, Queen's Printer, 1956. Pp. 15.

2. EDITORIAL RESEARCH REPORTS. *Old-Age Annuities in Time of Inflation*, by Martin Packman. Washington, 1956. Pp. 691-708.

Discusses variable-yield insurance plans whereby the policyholders' premiums are invested in common stocks and retirement annuities move up or down in accordance with the yield from the securities.

## Automation

3. CLAGUE, EWAN. *How Necessary is Automation to America?* Washington, U.S. Bureau of Labor Statistics, 1955. Pp. 15.

The author concludes that automation will result in a greater need for well-educated, highly-trained people; will create new jobs requiring new skills; will require more vocational guidance for young people; and, will require special provisions for workers, particularly older workers, who are displaced by automation.

4. EINZIG, PAUL. *The Economic Consequence of Automation*. London, Secker & Warburg, 1956. Pp. 226.

Partial Contents: What is Automation? Limits of Automation. Automation Economics? Must Automation Bring Unemployment? Monetary Policy in the Automatic Age. Wages Policy. How Underdeveloped Countries are effected. The Impact of Automation on National Defence. Advantages of Automation. What is there to be done?

5. HUGH-JONES, EDWARD MAURICE, ed. *The Push-Button World; Automation Today*. Norman, University of Oklahoma Press, 1956. Pp. 158.

Contents: 1. Introduction, by the Earl of Halsbury. 2. The Scientific Basis, by R. H. Macmillan. 3. Automation in Engineering Production, by Frank G. Woollard. 4. The Trade Union Approach to Automation, by H. R. Nicholas. 5. Administrative Applications of Automation, by W. R. Spencer. 6. Social Aspects of Automation, by Michael Argyle. 7. A Summing-up, by E. M. Hugh-Jones.

6. LEWIS, RICHARD H. *Effects of Automation on the Occupational Structure*. Paper delivered...before the Annual Meeting of the American Statistical Association, New York City, December 29, 1955. Washington, U.S. Bureau of Labor Statistics, 1956. Pp. 15.

The author discusses some types of automation and the place of automation in the economy and its possible effects on employment.

7. STEWART, CHARLES DAVID. *Implications of Technological Progress*. (An Address) before the Fifteenth Annual Conference of the Canadian Association of Administrators of Labour Legislation, Fredericton, New Brunswick, October 3, 1956. Washington, U.S. Dept. of Labor, 1956. Pp. 16.

A discussion about automation.

8. U.S. BUREAU OF LABOR STATISTICS. *Studies of Automatic Technology; a Case Study of a Large Mechanized Bakery*. Washington, 1956. Pp. 26.

"This study describes the introduction of more automatic production methods at a large perishable goods bakery, indicates some of the effects of the changes on employment, productivity, and working conditions and outlines some of the problems and the methods of adjustment adopted by management and labor."

## Canada at Work Broadcasts

The following broadcasts were made in 1956 and published by the Department of Labour, Canada.

9. ADAMSON, GORDON SINCLAIR. *The Architectural Profession*. Pp. 4.

10. BLACKBURN, GEORGE G. *The Problem of Winter Employment in Canada and what is being done to solve it*. Pp. 4.

11. CAMPBELL, IAN. *Canada's Federal-Provincial Program for the Rehabilitation of Disabled Civilians*. Pp. 3.

12. GREGG, MILTON FOWLER. *The Position of Organized Labour*. Pp. 3.

13. HAYTHORNE, GEORGE V. *Winter Employment Program*. Pp. 4.

14. LUCAS, RHONA. *Rehabilitation of the Disabled*. Pp. 4.

The author, who is secretary of the Committee for the Guidance of the Handicapped of Greater Vancouver, tells about the work of the Committee.

15. MACKENZIE, BRUCE. *The Social Aspects of the Rehabilitation of the Disabled*. Pp. 3.

16. ROBINSON, E. W. *Frontier College*. Pp. 4.

The author is principal of Frontier College.

17. ROYCE, MARION. *Equal Pay for Equal Work*. Pp. 3.

18. THOMSON, WILLIAM. *Planning to increase Winter Employment*. Pp. 4.

### Civil Service

19. CITIZENS RESEARCH INSTITUTE OF CANADA. *The Work of the Provincial Civil Service Commissions*. Toronto, 1956. Pp. 6.

20. U.S. CONGRESS. HOUSE. COMMITTEE ON POST OFFICE AND CIVIL SERVICE. *Study of Manpower Management in the Federal Government; Preliminary Report*. Washington, G.P.O., 1956. Pp. 77.

The Subcommittee on Manpower Utilization and Departmental Personnel Management looked into the matter of cutting down on the hiring of more civil servants and of better utilizing the available staff.

### Employees-Training

21. NATIONAL INSTITUTE OF INDUSTRIAL PSYCHOLOGY, LONDON. *Training Factory Workers; a Report on a Survey of the Training of Semi-Skilled and Unskilled Workers in the United Kingdom carried out under Project 179 of the European Productivity Agency*. London, Staples Press, 1956. Pp. 127.

Analyzes organization and methods of training in two hundred factories which vary in size from 30 to 17,000 employees. Discusses responsibility for training, who gives training, where it is given, the training of instructors, and records of trainee's progress.

22. UNITED STEELWORKERS OF AMERICA. *Training Workers in the Steel and Aluminum Industries*. Pittsburgh, 1956. Pp. 20.

This manual explains how to set up and maintain an apprenticeship program. It explains apprenticeship training and lists nine basic standards which must be included in any program that is acceptable to the United Steelworkers of America.

### Executive Ability

23. RIEGEL, JOHN WALLACE. *Executive Development; a Survey of Experience in Fifty American Corporations*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, c1952. Pp. 369.

"Outlines policies and tested practices for the training and development of key men in business."

24. VOLLMER, HOWARD M. *Identifying Potential Supervisors; the Attitudes of Different Types of Ordnance Employees on the Characteristics of Successful First-Level Supervisors*, by Howard M. Vollmer and Jack A. Kinney. Iowa City, Bureau of Labor and Management, College of Commerce, State University of Iowa, 1955. Pp. 48.

This report is a condensation of the findings of the first phase of a Supervisor Selection Research Project in the Ordnance Corps of the Department of the Army. The first phase was concerned with analyzing the requirements for first-level supervisors in the many various occupational categories found in Ordnance installations.

### Fringe Benefits

25. BORTZ, NELSON MARKLEY. *Measuring Fringe Benefit Expenditures*. (An Address) before Collective Bargaining Conference, American Management Association, Drake Hotel, Chicago, May 15, 1956. Washington, U.S. Bureau of Labor Statistics, 1956. Pp. 17.

The author, who is Acting Chief of the Division of Wages and Industrial Relations of the U.S. Bureau of Labor Statistics, discusses a few of the problems which arise in considering what is a fringe benefit.

26. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. ECONOMIC RESEARCH DEPARTMENT. *Fringe Benefits, 1955*. Washington, 1956. Pp. 40.

Based on the response of 1,000 employers to a questionnaire. The findings revealed, among other things, that the average payment in 1955 was 20.3 per cent of payroll, 39.2 cents per payroll hour, or \$819 a year for each employee.

### Human Relations

27. IOWA. UNIVERSITY. BUREAU OF LABOR AND MANAGEMENT. *Development of the Individual in Business and Industry; a Symposium*. Iowa City, 1956. Pp. 32.

Contents: Human Relations, its Challenge in Manpower Development for Business and Industry. Individualizing Training in Business. Motivation, Indoctrination, and Upgrading of New Employees. Self-Development through Self-Analysis. Training in Creative Thinking. Training in Management Problem Solving. Unleashing the Individual.

28. RIEGEL, JOHN WALLACE. *Employee Interest in Company Success*. Ann Arbor, Bureau of Industrial Relations, University of Michigan, 1956. Pp. 302.

Deals with the relationship between management and employees in eight companies.

Contents: Reasons for Employee Interest in Company Success. The Employees' Opinions of their Opportunities to Contribute to the Success of Their Companies. How Employee Interest Can Benefit a Company. Characteristics related to Interest. Actions and Conditions which had Stimulated or Reduced Interest. Conversations and Messages which can Stimulate Interest.

## Industrial Disputes

29. CARROTHERS, ALFRED WILLIAM ROOKE. *A Study of the Operation of the Injunction in Labour-Management Disputes in British Columbia, 1946-1955, With Particular Reference to the Law of Picketing*. Toronto, CCH Canadian Limited, 1956. Pp. 276.

Partial Contents: The Injunction. Enforcement of the Injunction—Contempt of Court. A Study in the Law of Picketing. The Incidence of the Injunction in Labour-Management Disputes in British Columbia, 1946-1955. The Operation of the Labour Injunction: Critique and Summary.

30. GREAT BRITAIN. COURT OF INQUIRY INTO THE CAUSES AND CIRCUMSTANCES OF A DISPUTE BETWEEN THE IRON AND STEEL TRADES EMPLOYEES' ASSOCIATION AND THE NATIONAL JOINT TRADE UNION'S CRAFTSMEN'S IRON AND STEEL COMMITTEE. *Report*. London, H.M.S.O., 1956. Pp. 22.

The dispute arose over wages and the cancellation of the National Procedure Agreement between the two parties.

31. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. COMMITTEE APPOINTED OF 27th JULY, 1955, TO INQUIRE INTO THE OPERATION OF THE DOCK WORKERS (REGULATION OF EMPLOYMENT) SCHEME, 1947. *Port Transport Industry; Report*. London, H.M.S.O., 1956. Pp. 63.

Among other things, The Dock Workers (Regulation of Employment) Scheme provides for the National Dock Labour Board on which both sides of the longshoring industry are represented. The Committee looked into some suggested amendments to the Scheme.

## Job Analysis and Specification

32. BENGE, EUGENE JACKSON. *Compensating Employees, including a Manual of Procedures on Job Evaluation and Merit Rating*. Rev. and enl. ed. New London, Conn., National Foremen's Institute, 1953. Pp. 93.

Consists of three sections: Job Evaluation, Merit Rating, and Incentive Pay.

33. FRYKLUND, VERNE CHARLES. *Analysis Technique for Instructors*. Rev. ed. Milwaukee, Bruce Pub. Co., 1956. Pp. 179.

Analysis technique "is a technique by means of which the essential elements of an occupation, or any part of an occupation or activity, are identified and listed for instructional purposes".

## Labour Organization

34. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *The Industrial Union Department*. Washington, 1956. Pp. 14.

35. CANADIAN LABOUR CONGRESS. *CLC Farmer Labour Program; a Farm Fair Project for 1956*. Ottawa, 1956. Pp. 7.

The proposed farmer-labour program provides for the establishment of a "Farmer Meet Labour Tent" at farm fairs during the summer so that labour men and farmers can discuss their common objectives in the social and economic fields.

36. CHAMBER OF COMMERCE OF THE UNITED STATES OF AMERICA. *The Right to work vs. the Union Shop*. Washington, 1955. Pp. 7.

Deals with the question of open and closed shop.

37. CONFÉDÉRATION DES TRAVAILLEURS CATHOLIQUES DU CANADA. *Procès-Verbal, Trente-cinquième Session du Congrès de la C.T.C.C., Montreal, 1956*. Quebec, 1956. Pp. 299.

38. CONGRESS OF INDUSTRIAL ORGANIZATIONS. DEPARTMENT OF EDUCATION AND RESEARCH. *The Shop Steward; Key to a Strong Union*. Washington, 1955. Pp. 56.

This booklet tells the shop steward how to build up the union's membership, how to settle grievances, how to enforce the contract, etc. A glossary of terms useful for shop stewards is included.

39. FLEISCHMAN, HARRY. *Security, Civil Liberties and Unions*, by Harry Fleischman, Joyce Lewis Kornbluh and Benjamin D. Segal. Washington, American Federation of Labor and Congress of Industrial Organizations, 1956. Pp. 52.

Describes union action in defending workers unjustly accused as security risks.

40. KENNEDY, DOUGLAS ROSS. *The Knights of Labor in Canada*. London, University of Western Ontario, 1956. Pp. 127.

The Knights of Labor were active in Canada from 1881 till the early 1900's. The organization was concentrated in Ontario, Quebec and Manitoba.

41. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Unionization among American Engineers*, by James J. Bambrick, Albert A. Blum, and Hermine Zagat. New York, 1956. Pp. 72.

Some of the reasons given by engineers for joining unions are: dissatisfaction about professional status, salary dissatisfaction, no personal relationship between the individual engineer and his employer, no distinguishing job title, lack of planned training and promotion, lack of proper grievance procedures, a feeling of job insecurity. Most of the unionized engineers belong to firms in the aircraft, electrical, oil, and public utility industries.

42. SAYRE, J. WOODROW. *Labor and the Government; Changing Government Policies toward Labor Unions*, by J. Woodrow Sayre and Robert E. Rowland. Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1956. Pp. 32.

Traces the relations in the U.S. between the Government and Labour during the 19th and 20th centuries. Discusses the American legislation dealing with labour organization.

43. SWEENEY, VINCENT D. *The United Steelworkers of America; Twenty Years Later, 1936-1956*. Pittsburgh, 1956. Pp. 239.

A history of the United Steelworkers of America from its inception up to July 1956.

### Labouring Classes

44. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 9th, 1956. *Proceedings*. Albany, Matthew Bender & Co., 1956. Pp. 416.

Conference held June 6, 7 and 8, 1956. Some of the topics discussed at the conference were: pension plans, employees' benefit plans, supplemental unemployment benefit plans, and grievance procedures.

45. EDMONTON. DISTRICT PLANNING COMMISSION. *The Journey to Work in the Metropolitan Area of Edmonton*. Edmonton, 1953. Pp. 27.

46. GREAT BRITAIN. MINISTRY OF LABOUR AND NATIONAL SERVICE. *Staffing and Organization of the Factory Inspectorate*. London, H.M.S.O., 1956. Pp. 48.

This White Paper contains the result of a survey of the Factory Inspectorate of the Ministry of Labour and National Service by a Departmental Working Party, and reports the decisions reached by the Minister which are being carried out.

47. HEPPLER, ALEX. *The African Worker in South Africa; a Study of Trade Unionism*. London, 1956? Pp. 36.

The author is leader of the Labour Party in the South African Parliament and has represented labour interests in the Transvaal Provincial Council and in Parliament for 15 years.

48. KAMMHOLZ, THEOPHIL CARL. *The Role of the National Labor Relations Board in the Management-Labor Relationship today*. Address before the Second Annual Labor-Management Institute, the University of Toledo, Toledo, Ohio. Washington, U.S. National Labor Relations Board, 1956. Pp. 21.

49. U.S. BUREAU OF LABOR STANDARDS. *Safety Subjects*. Rev. ed. Washington, G.P.O., 1956. Pp. 280.

Partial Contents: Development of the Industrial Safety Movement. Accident Causes. Safety a Responsibility of Management. Safety Organization. Plant Inspection. Job Safety Analysis. Accident Investigation. Plant Housekeeping. Handling Materials. Common Explosion Hazards. Fire Prevention and Protection. Lighting and Color. Personal Protective Equipment.

50. U.S. DEPARTMENT OF LABOR. *The United States Department of Labor and What It does*. Washington, G.P.O., 1956. Pp. 20.

### Occupations

51. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Canadian Occupations Monographs*. Ottawa, Queen's Printer, 1955. 2 Pamphlets. Contents: No. 37. *Draughtsman*. Pp. 19. No. 38. *Welder*. Pp. 15.

### Office Management

52. AMERICAN MANAGEMENT ASSOCIATION. *Establishing an Integrated Data-Processing System; Blueprint for a Company Program*. New York, 1956. Pp. 183.

Integrated data processing means a co-ordinated and uninterrupted flow of essential information needed by management for making decisions, controlling operations and planning. This book describes data-processing machines in industry.

53. AMERICAN MANAGEMENT ASSOCIATION. *Organizing for Effective Systems Planning and Control*. New York, 1956. Pp. 192.

Describes the growth in industry of systems departments which oversee the execution and control of company policy. Outlines experience in the following companies: Shell Oil, Lockheed Aircraft Corporation, and Cleveland Electric Illuminating Company.

54. U.S. CIVIL SERVICE COMMISSION. *How to conserve Stenographic and Typing Skills; a Handbook for Supervisors*. Washington, G.P.O., 1956. Pp. 10.

Suggests an 8-Point Program for utilizing stenographic and typing personnel as follows: Conserve Energy; Conserve Time; Simplify Procedures; Use Skills to Advantage; Explain the Work; Keep Skills in Line with Those required by the Job; Dictate Effectively; Co-operate with Others.

### Older Workers

55. ANGEL, JUVENAL LONDONO. *Occupations for Men and Women after 45*. 2d ed rev. and enl. New York, World Trade Academy Press, 1956. Pp. 177.

Partial Contents: The Uphill Road in Finding Employment. Occupational Work-Sheet and Résumé for Workers over 45. Selected Positions for Men and Women according to Occupational Aptitudes. Job Classifications of 2,000 Leading Employers. Description of 125 Occupations: the Most Common Jobs open to Men and Women after 45. Make Your Own Job by Setting up Your Own Business. The Possibility of Part-Time Employment. Counseling and training Middle Age Workers.

56. U.S. BUREAU OF LABOR STATISTICS. *Summary of the Bulletin on Status of the Older Workers under Collective Bargaining Agreements*. Washington, 1956. Pp. 4.

### Professional Workers

57. CONFERENCE ON CANADA'S CRISIS IN HIGHER EDUCATION, OTTAWA, 1956. *Papers presented at the Conference, November 12th, 13th and 14th, 1956*. Ottawa? National Conference of Canadian Universities, 1956. 14 parts.

Contents: Academic Failures, by T. H. Matthews. The Changing Pattern of Higher Education in French Canada, by Leon Lortie. Educational Structure: the English-Canadian Universities, by Sidney E. Smith. Engineering Strength in Canada, by W. E. White. Government Support of Universities, Municipal, Provincial, Federal, by N. A. M. MacKenzie. Private and Corporate Support of Canadian Universities, by H. J. Somers. Problems in Securing Staff: the Social Sciences, by B. S. Keirstead. Problems of Securing Staff: the Physical and Natural Sciences, by P. R. Gendron. The Provision of Staff: The Humanities, by A. S. P. Woodhouse. The Responsibility of the University in the Training of Technologists and Scientists, by E. W. R. Steacie. The Role of the Humanities and Social Sciences in the Training of Scientists and Technologists, by John Ely Burchard. Salaries and Related Conditions of Employment in Canadian Universities, by Vernon C. Fowke. A Statistical Approach to Canada's Crisis in Higher Education, by C. T. Bissell. Who Goes to University, by R. W. B. Jackson and W. G. Fleming.

58. EDUCATIONAL POLICIES COMMISSION. *Manpower and Education*. Washington, 1956. Pp. 128.

To alleviate the shortage of trained manpower, the Educational Policies Commission recommends:

1. More effective education for a larger part of the population;
2. More attention by schools and colleges to courses of study designed to train highly skilled workers and technicians;
3. More effective guidance and counselling programs;
4. The education of all young people to the highest level of their abilities;
5. Recruitment of qualified teachers.

59. LEWIS, ROY. *Professional People in England*, by Roy Lewis and Angus Maude. Cambridge, Harvard University Press, 1953. Pp. 284.

The authors discuss the following points, among others: What is a profession? The economics of professional services, professional people in business, the socialized professions in Great Britain, the cost of professional training and the salaries paid, and the prospect for the professional worker.

60. NATIONAL CONFERENCE ON ENGINEERING, SCIENTIFIC AND TECHNICAL MANPOWER, ST. ANDREWS-BY-THE SEA, N.B., 1956. *Proceedings*. Toronto? A.V. Roe Canada Limited? 1956. Pp. 48. Conference held September 9th to 11th, 1956.

*Brief to the National Conference*. Toronto? A.V. Roe Canada Limited? 1956. 1 Volume (various pagings).

The conference was called for the following purposes: To discuss the manpower shortage in the fields of science and engineering in Canada and to suggest remedies; To consider how higher education in Canada affects economic and industrial development with special reference to scientists, engineers and technicians; To analyze the problems resulting from an increase in enrolment in higher education and to suggest some solutions.

61. POLITICAL AND ECONOMIC PLANNING. *Graduate Employment, a Sample Survey*. London, PEP and Allen & Unwin, 1956. Pp. 300.

Reports the results of a sample survey conducted by PEP among men who graduated in arts, science and technology in 1950 to find out what employment they entered and to trace their careers from 1950 till the fall of 1954.

62. U.S. CONGRESS. JOINT COMMITTEE ON ATOMIC ENERGY. *Energy and Scientific Manpower in the United States, Western Europe and Soviet Russia*. Washington, G.P.O., 1956. Pp. 85.

Covers the following points:

1. present availability of engineers and scientists;
2. the people already in these

professions; 3. the numbers who are graduating from universities and colleges; 4. characteristics of the educational preparation in the various countries; and 5. the extent to which high schools and other secondary schools are preparing students for university work necessary for careers in engineering and science.

## Wages, Annual

63. CHRYSLER CORPORATION. *Your Guide to the Supplemental Unemployment Benefit Plan*. Detroit, 1956? Pp. 17.

64. FORD MOTOR COMPANY. *Supplemental Unemployment Benefit Plan*. Detroit, 1956. Pp. 18.

65. GENERAL MOTORS CORPORATION. *How the New SUB Plan will apply at GM; State Unemployment Benefits plus Supplemental Unemployment Benefits*. Detroit? 1956. Pp. 16.

66. WICKERSHAM, EDWARD DEAN. *Supplemental Unemployment Benefits; Legislative Implications of Some Recent Unemployment Benefits Agreements*. Iowa City, Bureau of Labor and Management, College of Commerce, State University of Iowa, 1956. Pp. 23.

In this study the author "examines the major Supplemental Unemployment Benefit plans, discusses current legislative considerations, explores the long-term social questions involved, and explains why the time is opportune for a complete re-evaluation of the Unemployment Compensation system." Cf. Preface.

## Wages and Hours

67. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates and Hours of Labour in Canada*. Annual Report No. 38, October 1955. Ottawa, Queen's Printer, 1956. Pp. 257.

68. GILMOUR, ROBERT W. *Industrial Wage and Salary Control*. New York, Wiley, 1956. Pp. 261.

Partial Contents: Planning a Job Analysis and Evaluation Program. Analysis of Job Content. Evaluation of Jobs and the Preparation of Specifications. Establishment of Administrative Controls. Installation of the New Job Classification System. Administration of the Job Classification System.

69. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Amending the Fair Labor Standards Act to make the Minimum Wage \$1 an Hour effective March 1, 1956; Report to accompany H.R. 7214*. Washington, 1956. Pp. 3.

70. YOUTSLER, JAMES S. *Labor's Wage Policies in the Twentieth Century*. New York, Twayne, 1956. Pp. 344.

Contents: A Survey and Critique of Wage Theories. Labor's Wage Demands 1900-1930. Labor's Wage Demands 1930-1953. A Sampling of Wage Policies of AFL and CIO Affiliated Unions. Implications of the Guaranteed Wage.

## Women - Employment

71. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Report on Women in Science and Engineering*. September 1956. Ottawa, 1956. Pp. 10.

72. INTERNATIONAL FEDERATION OF UNIONS OF EMPLOYEES IN PUBLIC AND CIVIL SERVICES. *Nurses' Conditions of Work; Report submitted by the Secretariat to the International Conference of Health Service Workers, Stockholm, 20 to 23 August, 1956*. London, 1956. Pp. 57.

Deals with such topics as hours of work, salaries, recruitment and training, holidays with pay, pensions and health protection.

## Miscellaneous

73. ADULT EDUCATION ASSOCIATION. COUNCIL OF NATIONAL ORGANIZATIONS. *Ten Checkpoints for Better Booklets*. New York, 1956. Pp. 27.

The ten checkpoints are: "1. What's your aim? 2. Who's your reader? 3. What does the reader think? 4. How will it get to reader? 5. Are your facts straight? 6. Are your suggestions workable? 7. Do you talk the reader's language? 8. How will your booklet look? 9. Will the reader react as planned? 10. What's your score?"

74. AMERICAN MANAGEMENT ASSOCIATION. *Essentials of Machinery Procurement and Development*. New York, 1956. Pp. 71.

This report tries "to cover the basic aspects of machinery acquisition, the factors that contribute to successful planning of such a program. These include: considerations of a financial and tax nature; the contractual safeguards that are necessary in procurement; the problems encountered in a diversified plant; the effective use of a limited budget for new equipment; and an over-all view of a procurement program in a large company (Merck Sharp & Dohme)."

75. CENTRAL MORTGAGE AND HOUSING CORPORATION. *Apartment Building Standards. Minimum Requirements for Planning, Construction and Materials for Buildings upon which Loans are made under the National Housing Act, 1954*. Ottawa, 1956. Pp. 138.

76. GREAT BRITAIN. COMMITTEE OF INQUIRY ON THE REHABILITATION, TRAINING AND RESETTLEMENT OF DISABLED PERSONS. *Report*. London, H.M.S.O., 1956. Pp. 126.

The Committee's terms of reference were: "To review in all its aspects the existing provision for the rehabilitation, training and resettlement of disabled persons, full regard

being had to the need for the utmost economy in the Government's contribution, and to make recommendations."

77. HAYTHORNE, GEORGE V. *Productivity and Labour Efficiency in the Atlantic Region*. Statement and Supporting Data, Panel Discussion on "Investment, Energy and Productivity", Atlantic Provinces' Economic Council Seminar, University of New Brunswick, September 14-16, 1955. Ottawa, 1955? Pp. 27.

78. INDIA. PLANNING COMMISSION. *Second Five Year Plan*. New Delhi, 1956. Pp. 653.

The Second Five Year Plan "seeks to rebuild rural India, to lay the foundations of industrial progress, and to secure... opportunities for weaker and under-privileged sections of the country and the balanced development of all parts of the country".

79. INTERNATIONAL LABOUR OFFICE. *Protection and Integration of Indigenous and Other Tribal and Semi-Tribal Populations in Independent Countries*. Sixth Item on the Agenda. Part 1. Geneva, 1956. Pp. 58.

At head of title: Report 6(1). International Labour Conference. 40th session, 1957.

This report transmits to member governments for their comments or amendments texts of a proposed convention and of a proposed recommendation based on conclusions adopted at the 39th session of the International Labour Conference.

80. GREAT BRITAIN. BOARD OF TRADE. *The Commonwealth and the Sterling Area*. Statistical Abstract No. 76, 1955. London, H.M.S.O., 1956. Pp. 334.

81. MCGILL, DAN MAYS, ed. *Pensions: Problems and Trends*. Homewood, Ill., Published for the S.S. Huebner Foundation for Insurance Education, University of Pennsylvania, by R. D. Irwin, 1955. Pp. 211.

Partial Contents: Public and Private Pension Plans, by Dan M. McGill. Impact of Tax Policy on Private Pensions, by William N. Haddad. Pensions—Meeting Price Level Changes, by William C. Greenough. Characteristics of Insured Pension Plans, by Frederick P. Perkins. Characteristics of Trusted Pension Plans, by Kenneth H. Ross. Preparation for Life after Retirement, by Robert L. B. Roessle.

82. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Public Relations in Industry*, by John H. Watson. New York, c1956. Pp. 80.

Contents: Public Relations Policy. Place in Company Organization. Organization of the Department. Operating Methods. Assistance from outside the Company. Budgeting and Accounting. Public Relations Personnel. Includes case studies of 17 companies in United States and Canada.

83. U.S. MUNITIONS BOARD. *Stockpile Report to the Congress, January-June 1956*. Washington, 1956. Pp. 20.

## **Plumbers Publish Guide To Fund Administration**

A set of recommendations to guide union trustees in administering health and welfare funds has been published by the United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry. The union has 760 locals and more than 240,000 members in the United States and Canada.

Health and welfare funds are "set up by the choice of our members when they bargain for special benefit payments in preference to an increase in the pay envelope," explained the union's President, Peter T. Schoemann. "We must take every precaution to see that their money is protected and that they get their full money's worth in benefits."

The recommendations cover four aspects of health and welfare fund management: benefit standards, administration, eligibility standards, and contributions.

The union estimates that about half its members are now covered by such funds, with employer contributions totalling \$20 million annually.

## **Winnipeg LMPC Subject Of Magazine Article**

For the second time in the past few months, the labour-management committee at John Wood Limited, Winnipeg, has drawn the attention of an industrial publication. Earlier, *Plant Administration* printed a lengthy article on the work of this committee, and now *Western Manufacturing* has also told the story of labour-management co-operation in this plant. The article describes the working of the six-man labour-management committee at John Wood and tells how the committee operates. In assessing the work of the committee the article said: "John Wood Company, Limited, has been successful because it has emphasized the human element."

Since the first of this year, workers employed in businesses with two employees have been covered by the New York State unemployment insurance law. About 200,000 workers are affected by the change.

The extension of the law's coverage is part of a step-down program. Last year businesses with three employees came under the law.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 15, 1956**  
(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,741	102	424	1,615	2,140	983	477
Agricultural.....	684	*	39	144	187	290	22
Non-Agricultural.....	5,057	100	385	1,471	1,953	693	455
Males.....	4,353	84	329	1,252	1,559	770	356
Agricultural.....	659	*	38	142	177	279	21
Non-Agricultural.....	3,694	82	291	1,110	1,382	491	338
Females.....	1,388	18	95	363	581	213	118
Agricultural.....	25	*	*	*	10	11	*
Non-Agricultural.....	1,363	18	94	361	571	202	117
All Ages.....	5,741	102	424	1,615	2,140	983	477
14—19 years.....	546	13	39	199	178	84	33
20—24 years.....	722	15	56	232	248	124	47
25—44 years.....	2,650	46	187	740	992	460	225
45—64 years.....	1,599	25	122	399	627	274	152
65 years and over.....	224	*	20	45	95	41	20
<i>Persons with Jobs</i>							
All status groups.....	5,555	94	398	1,543	2,097	961	462
Males.....	4,185	77	305	1,186	1,521	750	346
Females.....	1,370	17	93	357	576	211	116
Agricultural.....	680	*	39	143	185	290	21
Non-Agricultural.....	4,875	92	359	1,400	1,912	671	441
Paid Workers.....	4,458	83	318	1,274	1,773	611	399
Males.....	3,195	67	233	942	1,238	420	295
Females.....	1,263	16	85	332	535	191	104
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	186	*	26	72	43	22	15
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,074	159	466	1,452	1,595	936	466
Males.....	1,024	51	108	259	287	211	108
Females.....	4,050	108	358	1,193	1,308	725	358

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended December 15, 1956		Week Ended November 17, 1956		Week Ended December 10, 1955	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	198	182	144	135	218	202
Without Jobs.....	186	171	135	127	200	185
Under 1 month.....	97	—	72	—	86	—
1—3 months.....	71	—	46	—	81	—
4—6 months.....	11	—	*	—	17	—
7—12 months.....	*	—	*	—	*	—
13—18 months.....	*	—	*	—	*	—
19—and over.....	*	—	*	—	*	—
Worked.....	12	11	*	*	18	17
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	11	10

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949—Average.....	49	214	47	169	147	21	647
1950—Average.....	55	231	47	180	156	24	693
1951—Average.....	72	272	52	208	178	28	810
1952—Average.....	76	303	63	233	199	32	906
1953—Average.....	73	329	70	252	217	35	976
1954—Average.....	73	323	69	261	239	35	1,000
1955—Average.....	77	342	78	278	256	37	1,068
1956—Average.....	87	379	93	307	283	41	1,190
1955—December.....	85	357	78	293	265	39	1,117
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	44	1,268
September.....	99	392	110	324	299	44	1,273
October.....	104	394	114	324	294	44	1,265
November.....	98	397	101	325	300	44	1,248
December.....	96	397	90	327	295	43	1,248

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At November 1, employers in the principal non-agricultural industries reported a total employment of 2,553,989.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100).      (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1955—Nov. 1.....	118.2	171.4	144.3	61.97	112.8	166.5	146.8	64.54
Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.0	195.2	154.1	66.22	118.5	185.8	155.8	68.52

<sup>1</sup>Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955
(a) Provinces						
Newfoundland.....	151.3	154.6	147.9	59.88	59.75	54.98
Prince Edward Island.....	126.6	127.3	129.9	48.48	47.93	44.56
Nova Scotia.....	105.5	104.6	99.1	52.89	53.88	50.96
New Brunswick.....	112.8	113.9	109.6	56.85	56.08	51.95
Quebec.....	126.5	126.1	119.4	63.79	63.49	59.50
Ontario.....	125.8	124.7	117.1	68.61	68.22	64.43
Manitoba.....	112.2	113.0	109.1	62.09	62.37	59.20
Saskatchewan.....	128.8	129.7	124.2	63.65	63.98	58.70
Alberta (including Northwest Territories).....	155.4	158.3	140.0	69.85	69.93	64.60
British Columbia (including Yukon).....	127.3	130.0	119.2	71.94	72.46	67.55
Canada.....	126.0	125.9	118.2	66.22	66.07	61.97
(b) Metropolitan Areas						
St. John's.....	132.1	136.4	127.6	48.43	48.81	45.64
Sydney.....	92.2	93.5	89.7	62.85	65.74	62.95
Halifax.....	119.5	119.3	113.6	51.45	51.91	49.45
Saint John.....	96.6	97.9	98.3	50.67	50.39	47.91
Quebec.....	117.1	117.1	112.3	55.12	54.69	52.01
Sherbrooke.....	112.6	108.8	106.4	56.09	56.22	52.57
Three Rivers.....	125.4	126.0	112.0	61.45	61.42	58.66
Drummondville.....	74.8	75.5	78.5	56.86	55.42	54.46
Montreal.....	124.9	124.9	117.7	64.59	64.38	60.93
Ottawa—Hull.....	123.6	122.9	117.5	59.74	59.75	57.51
Peterborough.....	110.9	108.6	96.4	72.40	71.31	65.87
Oshawa.....	174.4	152.0	79.5	79.58	68.27	67.50
Niagara Falls.....	135.4	145.8	127.5	73.26	69.00	68.07
St. Catharines.....	131.1	128.4	106.2	76.81	75.68	71.86
Toronto.....	131.8	130.2	124.6	69.30	68.84	65.50
Hamilton.....	116.5	115.2	111.0	72.25	71.90	67.56
Brantford.....	83.9	82.4	87.4	62.28	61.15	60.85
Galt.....	111.7	109.9	103.8	60.68	60.00	57.08
Kitchener.....	119.3	116.8	110.6	63.17	62.78	60.48
Sudbury.....	144.9	141.4	133.1	79.31	81.32	76.90
London.....	121.9	121.3	113.6	62.37	62.39	59.18
Sarnia.....	139.8	140.5	127.5	80.75	82.21	76.36
Windsor.....	104.5	96.2	109.7	70.06	73.55	70.07
Sault Ste. Marie.....	134.7	135.2	121.0	86.82	84.35	71.70
Ft. William—Pt. Arthur.....	115.6	117.2	113.7	68.49	67.53	64.06
Winnipeg.....	110.1	110.2	108.4	58.91	59.06	56.54
Regina.....	123.8	123.8	118.6	59.71	59.58	56.60
Saskatoon.....	126.9	129.0	124.8	57.69	57.45	55.82
Edmonton.....	186.1	185.6	166.8	66.52	67.75	60.91
Calgary.....	159.7	160.1	147.6	63.60	63.90	60.90
Vancouver.....	122.3	122.6	112.1	69.18	69.57	64.77
Victoria.....	122.9	126.9	119.3	61.79	61.32	60.53

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955	Nov. 1 1956	Oct. 1 1956	Nov. 1 1955
<b>Mining</b> .....	<b>127.0</b>	<b>126.5</b>	<b>116.6</b>	<b>79.67</b>	<b>80.30</b>	<b>75.92</b>
Metal mining.....	131.8	131.0	120.6	82.36	82.75	78.52
Gold.....	75.2	75.2	79.8	71.36	70.88	69.77
Other metal.....	184.2	182.7	158.5	86.52	87.28	82.64
Fuels.....	112.9	111.9	103.5	77.95	79.67	74.50
Coal.....	67.2	66.2	68.3	62.17	63.45	64.13
Oil and natural gas.....	281.1	279.9	218.8	91.81	93.77	85.15
Non-metal.....	147.8	150.9	139.4	72.71	71.99	68.94
<b>Manufacturing</b> .....	<b>118.5</b>	<b>118.6</b>	<b>112.8</b>	<b>68.52</b>	<b>67.97</b>	<b>64.54</b>
Food and beverages.....	117.3	124.7	113.8	58.64	57.01	56.12
Meat products.....	126.6	126.7	122.4	69.61	66.07	66.79
Canned and preserved fruits and vegetables.....	136.7	207.2	132.5	44.88	44.38	42.62
Grain mill products.....	102.0	102.6	105.8	65.41	66.08	62.92
Bread and other bakery products.....	110.2	109.7	109.0	57.68	58.26	54.50
Biscuits and crackers.....	100.3	101.5	97.5	50.14	50.12	47.87
Distilled and malt liquors.....	119.6	114.2	113.7	74.67	74.25	70.67
Tobacco and tobacco products.....	81.6	82.7	81.4	64.43	64.02	61.63
Rubber products.....	117.8	117.1	115.8	71.52	69.69	66.99
Leather products.....	89.1	89.9	88.5	46.60	46.77	44.62
Boots and shoes (except rubber).....	91.2	93.1	89.9	44.08	44.26	42.03
Textile products (except clothing).....	87.2	86.1	87.9	55.10	54.47	52.97
Cotton yarn and broad woven goods.....	89.9	90.0	88.5	53.25	51.81	50.54
Woollen goods.....	74.5	75.2	74.9	52.38	52.23	51.06
Synthetic textiles and silk.....	82.5	80.5	88.7	62.05	61.41	58.68
Clothing (textile and fur).....	94.9	94.7	95.3	45.21	45.48	42.53
Men's clothing.....	102.5	102.8	99.3	44.10	44.59	41.65
Women's clothing.....	94.6	95.6	95.0	46.04	47.00	41.88
Knit goods.....	80.2	78.7	84.7	45.09	44.65	44.02
Wood products.....	113.2	115.4	111.4	59.82	60.16	57.98
Saw and planing mills.....	114.8	118.7	114.7	61.38	61.73	59.56
Furniture.....	116.5	115.4	110.6	58.75	58.81	56.75
Other wood products.....	100.3	100.8	98.0	54.00	54.59	52.13
Paper products.....	126.4	127.5	121.7	80.89	81.18	76.62
Pulp and paper mills.....	128.7	130.7	125.9	86.98	87.13	82.23
Other paper products.....	120.6	119.6	116.4	64.99	65.29	62.05
Printing, publishing and allied industries.....	117.4	116.4	112.9	73.38	72.69	69.10
Iron and steel products.....	113.7	113.0	107.2	77.89	77.84	72.82
Agricultural implements.....	45.0	40.9	59.5	74.01	72.26	70.48
Fabricated and structural steel.....	157.1	156.2	139.4	79.84	80.60	74.61
*Hardware and tools.....	104.7	104.1	106.4	70.82	75.06	67.72
Heating and cooking appliances.....	109.4	112.8	104.8	68.45	68.53	64.39
Iron castings.....	108.6	109.0	103.7	74.26	74.74	74.20
Machinery mfg.....	128.1	126.2	112.9	76.08	75.77	71.15
Primary iron and steel.....	126.1	127.1	114.9	88.98	87.88	79.37
Sheet metal products.....	116.9	118.5	113.8	73.26	74.30	69.66
Transportation equipment.....	143.2	136.0	124.2	76.47	75.36	71.11
Aircraft and parts.....	355.9	348.1	319.6	82.31	81.32	78.22
Motor vehicles.....	136.5	111.5	107.6	79.57	80.70	75.71
Motor vehicle parts and accessories.....	123.2	120.3	93.2	76.58	72.91	70.66
Railroad and rolling stock equipment.....	94.1	96.5	85.6	68.98	69.06	62.27
Shipbuilding and repairing.....	149.2	145.8	140.5	74.00	71.28	67.36
Non-ferrous metal products.....	136.3	137.4	129.4	77.03	77.05	74.15
Aluminum products.....	143.2	144.7	129.5	72.83	71.61	69.64
Brass and copper products.....	111.3	111.5	110.8	71.75	73.84	71.22
Smelting and refining.....	162.0	164.4	153.6	83.33	82.99	79.73
Electrical apparatus and supplies.....	159.3	156.3	144.4	74.57	74.23	69.70
Non-metallic mineral products.....	137.9	138.9	132.0	71.23	70.89	68.08
Clay products.....	116.3	118.0	114.8	66.35	66.48	64.56
Glass and glass products.....	135.5	136.1	128.8	67.59	66.19	65.73
Products of petroleum and coal.....	135.4	137.8	128.7	93.72	94.14	91.70
Chemical products.....	128.9	130.0	124.1	75.37	75.09	71.38
Medical and pharmaceutical preparations.....	117.6	116.8	112.8	68.37	68.88	65.91
Acids, alkalis and salts.....	136.3	137.6	126.8	85.55	84.39	80.23
Miscellaneous manufacturing industries.....	114.6	111.8	109.1	58.11	57.94	55.28
<b>Construction</b> .....	<b>151.0</b>	<b>152.2</b>	<b>134.0</b>	<b>72.08</b>	<b>72.87</b>	<b>63.89</b>
Building and structures.....	161.5	161.2	136.9	78.16	79.05	69.02
Building.....	167.7	166.4	140.3	77.46	77.94	68.49
Engineering work.....	134.3	138.6	122.5	81.98	84.85	71.64
Highways, bridges and streets.....	134.1	137.8	129.3	60.31	61.25	55.15
<b>Service</b> .....	<b>127.2</b>	<b>129.0</b>	<b>117.9</b>	<b>43.80</b>	<b>43.33</b>	<b>41.48</b>
Hotels and restaurants.....	121.8	125.1	112.3	36.81	36.39	35.51
Laundries and dry cleaning plants.....	112.5	113.2	106.8	39.75	39.67	38.86
Other service.....	165.3	163.3	152.3	64.31	64.07	58.79
<b>Industrial composite</b> .....	<b>126.0</b>	<b>125.9</b>	<b>118.2</b>	<b>66.22</b>	<b>66.07</b>	<b>61.97</b>

\*The preceding bulletin showed the Sept. 1, 1956, index of employment for hardware and tools as 118.0 and average weekly wages and salaries as \$64.87. These figures should be 108.7 and \$70.40, respectively.

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-1.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955
Newfoundland.....	42.1	41.2	39.4	147.3	148.5	144.7
Nova Scotia.....	40.8	40.9	40.8	134.7	132.8	129.1
New Brunswick.....	41.9	42.5	41.9	140.3	138.4	130.6
Quebec.....	42.9	43.0	43.0	139.9	139.5	131.6
Ontario.....	41.3	41.2	41.3	163.8	162.9	153.6
Manitoba.....	40.8	41.1	40.9	146.4	146.2	138.0
Saskatchewan.....	39.7	40.1	40.7	159.6	157.3	150.3
Alberta <sup>1</sup> .....	40.8	41.1	40.2	160.2	158.0	152.0
British Columbia <sup>2</sup> .....	38.8	38.7	38.2	185.5	184.2	176.7

<sup>1</sup>Includes Northwest Territories.

<sup>2</sup>Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955
	no.	no.	no.	¢	¢	¢	\$	\$	\$
Mining.....	43.3	42.5	44.2	179.0	177.3	165.2	77.51	75.35	73.02
Metal mining.....	43.4	42.6	44.8	187.0	185.3	170.4	81.16	78.94	76.34
Gold.....	44.1	43.1	46.3	157.5	155.8	140.2	69.46	67.15	64.91
Other metal.....	43.1	42.4	44.0	199.2	197.2	185.8	85.86	83.61	81.75
Fuels.....	42.6	41.6	43.0	168.9	167.7	158.9	71.95	69.76	68.33
Coal.....	40.9	40.5	42.2	150.8	149.9	150.9	61.68	60.71	63.08
Oil and natural gas.....	45.9	43.7	44.9	198.9	198.9	177.5	91.43	86.92	79.70
Non-metal.....	43.9	43.7	43.9	163.0	161.0	154.7	71.56	70.36	67.91
Manufacturing.....	41.6	41.6	41.6	155.5	154.7	146.1	64.69	64.36	60.78
Food and beverages.....	41.1	41.3	41.0	132.7	130.6	127.4	54.54	53.94	52.23
Meat products.....	40.6	41.0	40.9	164.3	163.3	153.7	66.71	66.95	62.86
Canned and preserved fruits and vegetables.....	40.0	38.8	37.9	104.1	101.2	105.0	41.64	39.27	39.80
Grain mill products.....	42.4	43.3	42.0	145.2	143.1	140.6	61.56	61.96	59.05
Bread and other bakery products.....	42.9	42.8	43.6	121.9	121.7	113.6	52.30	52.09	49.53
Distilled and malt liquors.....	40.4	41.2	41.5	168.6	167.4	161.8	68.11	68.97	67.15
Tobacco and tobacco products.....	40.0	40.1	40.8	132.5	148.7	132.8	53.00	59.63	54.18
Rubber products.....	42.3	42.4	41.9	160.8	161.6	150.4	68.02	68.52	63.02
Leather products.....	41.2	40.3	41.2	108.0	106.8	103.5	44.50	43.04	42.64
Boots and shoes (except rubber).....	40.6	39.5	40.5	104.5	103.4	99.7	42.43	40.84	40.38
Textile products (except clothing).....	43.6	42.9	43.3	118.1	117.7	112.3	51.49	50.49	48.63
Cotton yarn and broad woven goods.....	42.5	41.3	42.2	120.4	120.1	112.6	51.17	49.60	47.52
Woolen goods.....	44.4	43.6	44.2	110.4	109.4	105.9	49.02	47.70	46.81
Synthetic textiles and silk.....	45.2	45.3	44.9	124.3	125.2	118.4	56.18	56.72	53.16
Clothing (textile and fur).....	39.2	39.7	39.0	103.1	103.2	97.2	40.42	40.97	37.91
Men's clothing.....	38.6	39.2	37.8	103.1	103.0	96.4	39.80	40.38	36.44
Women's clothing.....	36.8	37.5	36.5	108.4	110.2	100.8	39.89	41.33	36.79
Knit goods.....	41.7	41.7	42.2	99.9	99.3	96.6	41.66	41.41	40.77
Wood products.....	42.0	42.3	42.0	136.9	136.1	130.6	57.50	57.57	54.85
Saw and planing mills.....	40.7	41.2	40.5	146.3	145.0	139.6	59.54	59.74	56.54
Furniture.....	44.6	44.8	44.7	125.9	125.0	119.3	56.15	56.00	53.33
Other wood products.....	43.2	43.2	43.9	117.2	116.9	112.7	50.63	50.50	49.48
Paper products.....	42.6	42.3	42.9	181.6	181.1	170.5	77.36	76.61	73.14
Pulp and paper mills.....	42.7	42.3	42.9	195.5	194.8	183.4	83.48	82.40	78.68
Other paper products.....	42.2	42.3	42.8	140.6	140.1	132.6	59.33	59.26	56.75
Printing, publishing and allied industries.....	40.4	40.6	40.7	183.0	182.5	176.2	73.93	74.10	71.71
Iron and steel products.....	42.2	42.5	42.2	177.7	177.1	167.1	74.99	75.27	70.52
Agricultural implements.....	39.6	40.9	39.5	170.0	166.8	170.3	67.32	68.22	67.27
Fabricated and structural steel.....	42.3	40.7	41.5	176.9	176.3	165.6	74.83	71.75	68.72
Hardware and tools.....	42.6	42.4	42.5	158.4	158.3	151.0	67.48	67.12	64.18
Heating and cooking appliances.....	41.7	43.8	43.2	152.6	149.2	142.3	63.63	65.35	61.47
Iron castings.....	42.2	42.5	43.8	172.9	169.9	164.9	72.96	72.21	72.23
Machinery manufacturing.....	44.0	44.2	43.1	167.5	167.3	159.6	73.70	73.95	68.79
Primary iron and steel.....	41.2	42.1	41.3	206.0	206.3	188.7	84.87	86.85	77.93
Sheet metal products.....	40.9	41.6	41.6	167.5	168.4	158.3	68.51	70.05	65.85
Transportation equipment.....	41.2	40.6	40.6	179.0	178.5	166.3	73.75	72.47	67.52
Aircraft and parts.....	41.8	42.6	41.5	179.5	181.9	172.3	75.03	77.49	71.50
Motor vehicles.....	42.4	37.8	40.4	193.3	193.0	179.4	81.96	72.95	72.48
Motor vehicle parts and accessories.....	40.2	40.7	40.4	180.1	180.0	162.4	72.40	73.26	65.61
Railroad and rolling stock equipment.....	39.7	39.7	39.4	173.0	170.9	158.7	68.68	67.85	62.53
Shipbuilding and repairing.....	41.4	43.1	41.8	169.9	171.2	162.3	70.34	73.79	67.84
Non-ferrous metal products.....	41.2	41.3	41.7	175.6	175.4	168.2	72.35	72.44	70.14
Aluminum products.....	41.2	41.5	42.1	151.5	149.5	145.2	62.42	62.04	61.13
Brass and copper products.....	42.3	41.7	43.3	161.8	161.6	156.6	68.44	67.39	67.81
Smelting and refining.....	40.9	41.1	41.1	191.6	192.1	183.4	78.36	78.95	75.38
Electrical apparatus and supplies.....	41.4	41.7	41.7	162.0	161.9	150.4	67.07	67.51	62.72
Heavy electrical machinery and equipment.....	42.1	42.0	41.4	178.7	180.2	168.3	75.23	75.68	69.68
Radios and radio parts.....	40.4	40.5	40.7	138.8	137.5	133.2	56.08	55.69	54.21
Batteries.....	41.7	41.6	43.8	161.4	158.1	152.1	67.30	65.77	66.61
Refrigerators, vacuum cleaners and appliances.....	39.5	40.9	42.3	160.5	162.3	145.4	63.40	66.38	61.50
Miscellaneous electrical products.....	41.7	42.1	.....	157.0	157.3	.....	65.47	66.22	.....
Wire and cable.....	42.3	42.5	.....	177.7	176.7	.....	75.17	75.10	.....
Non-metallic mineral products.....	43.7	44.0	43.6	156.3	154.8	147.7	68.30	68.11	64.40
Clay products.....	44.0	43.8	44.2	146.0	144.6	138.0	64.24	63.33	61.00
Glass and glass products.....	43.1	42.5	42.8	155.7	153.1	147.5	67.11	65.07	63.13
Products of petroleum and coal.....	39.9	39.6	41.9	211.0	208.9	198.5	84.19	82.72	83.17
Chemical products.....	41.2	41.2	41.3	163.6	162.4	154.2	67.40	66.91	63.68
Medicinal and pharmaceutical preparations.....	40.7	41.4	41.6	130.5	131.1	125.8	53.11	54.28	52.33
Acids, alkalis and salts.....	41.6	41.5	42.2	189.3	189.1	177.6	78.75	78.48	74.95
Miscellaneous manufacturing industries.....	42.1	42.3	42.2	124.4	122.9	117.9	52.37	51.99	49.75
Durable goods.....	41.8	41.8	41.7	168.1	167.2	157.4	70.27	69.89	65.64
Non-durable goods.....	41.4	41.3	41.4	141.5	140.9	134.2	58.58	58.19	55.56
Construction.....	41.8	43.2	40.1	168.5	167.4	154.7	70.43	72.32	62.03
Buildings and structures.....	42.1	43.0	40.1	180.9	180.2	167.2	76.16	77.49	67.05
Highways, bridges and streets.....	41.1	43.7	40.1	137.3	137.1	126.7	56.43	59.91	50.81
Electric and motor transportation.....	44.6	44.4	44.7	154.3	154.6	146.9	68.82	68.64	65.66
Service.....	40.1	40.1	40.8	91.9	91.4	87.3	36.85	36.65	35.62
Hotels and restaurants.....	40.1	40.2	41.1	92.1	91.4	87.6	36.93	36.74	36.00
Laundries and dry cleaning plants.....	40.7	40.6	40.9	86.6	86.7	82.3	35.25	35.20	33.66

\*Durable manufactured goods industries.

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

Source: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
November 1, 1955.....	41.7	145.4	60.63	145.4	116.9	124.4
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November (1) 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3

NOTE:—Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956 are 39.0 and \$57.53.

(1) Latest figures subject to revision.

# CORRECTION

In Table C-5 appearing on page 235 of the February issue, the figure in the first column (average hours, Nov. 1, 1956) for the boot and shoe industry should be 39.5 and not 49.5.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
February	1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
February	1, 1952.....	14,957	8,736	23,693	275,814	87,011	362,825
February	1, 1953.....	12,235	13,264	25,499	317,723	73,213	390,936
February	1, 1954.....	8,406	9,575	17,981	439,633	103,112	542,745
February	1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
February	1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
March	1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April	1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May	1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June	1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July	1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August	1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September	1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October	1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November	1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December	1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January	1, 1957 (1).....	19,784	13,440	33,224	343,956	92,207	436,163
February	1, 1957 (1).....	18,117	12,376	30,493	447,210	112,994	560,204

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
DECEMBER 31, 1956<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				November 30, 1956	December 30, 1955
<b>Agriculture, Fishing, Trapping</b> .....	<b>469</b>	<b>120</b>	<b>589</b>	<b>+</b>	<b>1</b>
<b>Forestry</b> .....	<b>6,667</b>	<b>28</b>	<b>6,695</b>	<b>-</b>	<b>1,883</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>999</b>	<b>79</b>	<b>1,078</b>	<b>-</b>	<b>74</b>
Metal Mining.....	598	9	607	-	27
Fuels.....	251	29	280	-	127
Non-Metal Mining.....	83	3	86	+	56
Quarrying, Clay and Sand Pits.....	9	5	14	-	8
Prospecting.....	58	33	91	+	32
<b>Manufacturing</b> .....	<b>4,158</b>	<b>2,354</b>	<b>6,512</b>	<b>-</b>	<b>817</b>
Foods and Beverages.....	309	136	445	+	45
Tobacco and Tobacco Products.....	22	47	69	-	413
Rubber Products.....	46	14	60	-	7
Leather Products.....	67	152	219	+	6
Textile Products (except clothing).....	171	165	336	-	21
Clothing (textile and fur).....	165	1,147	1,312	+	16
Wood Products.....	317	55	372	-	204
Paper Products.....	169	50	219	-	22
Printing, Publishing and Allied Industries.....	147	89	236	-	30
Iron and Steel Products.....	881	145	1,026	-	15
Transportation Equipment.....	933	74	1,007	-	105
Non-Ferrous Metal Products.....	150	27	177	-	12
Electrical Apparatus and Supplies.....	388	82	470	-	35
Non-Metallic Mineral Products.....	77	19	96	-	10
Products of Petroleum and Coal.....	43	13	56	+	3
Chemical Products.....	169	86	255	+	16
Miscellaneous Manufacturing Industries.....	104	53	157	-	29
<b>Construction</b> .....	<b>1,626</b>	<b>121</b>	<b>1,747</b>	<b>-</b>	<b>771</b>
General Contractors.....	1,266	69	1,335	-	373
Special Trade Contractors.....	360	52	412	-	398
<b>Transportation, Storage and Communication</b> .....	<b>737</b>	<b>331</b>	<b>1,068</b>	<b>-</b>	<b>313</b>
Transportation.....	605	153	758	-	206
Storage.....	51	25	76	+	8
Communication.....	81	153	234	-	115
<b>Public Utility Operation</b> .....	<b>200</b>	<b>41</b>	<b>241</b>	<b>-</b>	<b>0</b>
<b>Trade</b> .....	<b>1,647</b>	<b>1,450</b>	<b>3,097</b>	<b>-</b>	<b>2,415</b>
Wholesale.....	593	449	1,042	-	198
Retail.....	1,054	1,001	2,055	-	2,217
<b>Finance, Insurance and Real Estate</b> .....	<b>621</b>	<b>799</b>	<b>1,420</b>	<b>-</b>	<b>37</b>
<b>Service</b> .....	<b>4,429</b>	<b>7,791</b>	<b>12,220</b>	<b>-</b>	<b>3,815</b>
Community or Public Service.....	336	1,475	1,811	-	5
Government Service.....	2,930	513	3,443	-	3,312
Recreation Service.....	139	94	233	-	27
Business Service.....	667	332	999	+	119
Personal Service.....	357	5,377	5,734	-	590
<b>GRAND TOTAL</b> .....	<b>21,553</b>	<b>13,114</b>	<b>34,667</b>	<b>-</b>	<b>10,124</b>

<sup>(1)</sup> Preliminary—subject to revision.  
Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT JANUARY 3, 1957<sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	2,853	936	3,789	4,855	1,411	6,266
Clerical workers.....	2,179	3,664	5,843	10,597	20,239	30,836
Sales workers.....	893	703	1,596	4,549	8,518	13,067
Personal and domestic service workers..	636	6,044	6,680	29,941	15,821	45,762
Seamen.....	21	.....	21	4,259	20	4,279
Agriculture and fishing.....	503	9	512	4,053	541	4,594
Skilled and semiskilled workers.....	11,116	1,625	12,741	154,267	21,984	176,251
Food and kindred products (inc. tobacco).....	38	9	47	1,594	803	2,397
Textiles, clothing, etc.....	176	1,219	1,395	3,467	13,837	17,304
Lumber and lumber products.....	5,982	1	5,983	17,594	247	17,841
Pulp, paper (inc. printing).....	57	11	68	749	386	1,135
Leather and leather products.....	35	82	117	1,476	1,232	2,708
Stone, clay and glass products.....	14	5	19	635	87	722
Metalworking.....	957	13	970	11,599	990	12,589
Electrical.....	273	15	288	1,394	1,456	2,850
Transportation equipment.....	27	.....	27	1,386	28	1,414
Mining.....	414	.....	414	1,291	.....	1,291
Construction.....	662	.....	662	55,030	9	55,039
Transportation (except seamen).....	804	28	832	26,760	83	26,843
Communications and public utility.....	60	.....	60	721	3	724
Trade and service.....	151	180	331	3,446	1,494	4,940
Other skilled and semiskilled.....	1,301	50	1,351	18,639	970	19,609
Foremen.....	36	11	47	4,208	348	4,556
Apprentices.....	129	1	130	4,278	11	4,289
Unskilled workers.....	1,583	459	2,042	131,435	23,673	155,108
Food and tobacco.....	48	72	120	5,602	7,033	12,635
Lumber and lumber products.....	261	2	263	15,536	712	16,248
Metalworking.....	88	11	99	5,092	588	5,680
Construction.....	642	.....	642	68,844	8	68,852
Other unskilled workers.....	544	374	918	36,361	15,332	51,693
<b>GRAND TOTAL.....</b>	<b>19,784</b>	<b>13,440</b>	<b>33,224</b>	<b>343,956</b>	<b>92,207</b>	<b>436,163</b>

(<sup>1</sup>) Preliminary—subject to revision.

(<sup>2</sup>) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JANUARY 3, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Jan. 3, 1957	Nov. 29, 1956	Dec. 29, 1955	Jan. 3, 1957	Nov. 29, 1956	Dec. 29, 1955
<b>Newfoundland</b> .....	<b>340</b>	<b>441</b>	<b>493</b>	<b>16,973</b>	<b>8,373</b>	<b>11,352</b>
Corner Brook.....	2	7	3	3,299	1,727	2,622
Grand Falls.....	25	63	.....	1,646	1,161	1,013
St. John's.....	313	371	490	12,028	5,485	7,717
<b>Prince Edward Island</b> .....	<b>80</b>	<b>143</b>	<b>117</b>	<b>3,741</b>	<b>1,628</b>	<b>2,829</b>
Charlottetown.....	48	107	102	2,369	1,127	1,778
Summerside.....	32	36	15	1,372	501	1,051
<b>Nova Scotia</b> .....	<b>687</b>	<b>1,333</b>	<b>847</b>	<b>18,764</b>	<b>11,221</b>	<b>17,168</b>
Amherst.....	15	30	33	1,042	508	892
Bridgewater.....	25	20	9	1,314	470	1,237
Halifax.....	486	823	592	3,668	3,073	3,370
Inverness.....	.....	.....	.....	567	254	537
Kentville.....	49	60	44	2,214	942	1,576
Liverpool.....	4	149	49	484	215	333
New Glasgow.....	54	73	41	2,171	1,326	2,449
Springhill.....	.....	.....	3	821	587	475
Sydney.....	15	96	25	3,399	2,069	3,623
Truro.....	32	72	42	1,401	801	1,154
Yarmouth.....	7	10	9	1,683	976	1,522
<b>New Brunswick</b> .....	<b>898</b>	<b>1,157</b>	<b>746</b>	<b>22,953</b>	<b>11,220</b>	<b>18,091</b>
Bathurst.....	11	10	19	3,799	1,217	2,418
Campbellton.....	55	72	30	1,505	640	963
Edmundston.....	49	30	16	1,544	597	1,316
Fredericton.....	126	218	155	1,604	670	1,154
Minto.....	135	172	36	692	280	427
Moncton.....	314	378	305	6,333	3,153	4,972
Newcastle.....	14	4	1	2,206	1,107	1,632
Saint John.....	137	152	127	2,513	2,245	2,617
St. Stephen.....	21	6	25	1,508	707	1,246
Sussex.....	14	20	25	549	256	521
Woodstock.....	22	65	7	700	348	825
<b>Quebec</b> .....	<b>11,659</b>	<b>14,690</b>	<b>10,840</b>	<b>132,707</b>	<b>67,874</b>	<b>122,531</b>
Asbestos.....	19	24	37	691	394	524
Beauharnois.....	26	22	34	834	375	985
Buckingham.....	24	46	10	929	575	677
Causapscal.....	8	302	262	1,116	472	879
Chandler.....	21	60	4	1,340	324	867
Chicoutimi.....	440	494	122	1,093	713	1,208
Dolbeau.....	207	154	31	539	242	445
Drummondville.....	50	73	67	1,992	1,102	2,047
Farnham.....	6	90	62	790	518	926
Forestville.....	1,404	1,409	650	526	205	427
Gaspé.....	3	37	19	1,122	353	838
Granby.....	21	58	11	2,402	964	2,594
Hull.....	32	68	61	3,337	1,890	2,517
Joliette.....	109	155	272	3,238	1,482	2,353
Jonquière.....	56	135	44	1,358	840	1,627
Lachute.....	44	49	22	904	423	612
La Malbaie.....	1	1	1	1,584	467	1,124
La Tuque.....	1,327	1,705	1,538	671	391	336
Lévis.....	77	88	52	3,172	1,380	3,341
Louisville.....	30	64	29	885	424	722
Magog.....	2	6	6	692	430	513
Maniwaki.....	22	24	142	412	196	346
Matane.....	465	627	3	1,212	357	1,248
Mégantic.....	28	10	11	816	418	768
Mont-Laurier.....	18	32	4	654	283	477
Montmagny.....	21	27	19	1,960	711	1,234
Montreal.....	3,840	4,565	3,635	42,186	22,768	43,087
New Richmond.....	33	10	18	1,445	397	1,148
Port Alfred.....	5	5	182	866	263	780
Quebec.....	581	636	477	12,973	7,650	12,026
Rimouski.....	89	263	217	2,350	915	2,094
Rivière du Loup.....	102	59	21	2,815	1,214	2,528
Roberval.....	149	143	102	496	258	463
Rouyn.....	109	432	413	1,077	839	1,501
Ste. Agathe.....	22	44	25	706	350	648
Ste. Anne de Bellevue.....	66	99	83	971	398	1,028
Ste. Thérèse.....	76	40	50	1,719	928	1,614
St. Georges Est.....	55	264	200	1,825	838	1,407
St. Hyacinthe.....	21	38	63	2,175	1,319	2,370
St. Jean.....	42	71	87	1,642	966	1,551
St. Jérôme.....	38	24	24	1,762	926	1,417
Ville d'Alma.....	314	272	32	1,215	718	1,193
Sept Iles.....	547	406	234	910	357	951
Shawinigan Falls.....	54	186	54	3,173	1,733	2,744
Sherbrooke.....	115	225	182	3,784	2,458	3,020
Sorel.....	60	96	24	2,285	1,140	1,924
Thetford Mines.....	71	64	55	1,645	723	1,353
Trois-Rivières.....	203	374	712	4,537	2,219	3,987

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JANUARY 3, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Jan. 3, 1957	Nov. 29, 1956	Dec. 29, 1955	Jan. 3, 1957	Nov. 29, 1956	Dec. 29, 1955
<b>Quebec—Con.</b>						
Val d'Or.....	217	470	333	985	772	1,023
Valleyfield.....	87	92	51	1,674	762	1,580
Victoriaville.....	154	52	50	3,242	1,034	1,620
<b>Ontario.....</b>	<b>11,355</b>	<b>14,844</b>	<b>10,312</b>	<b>130,164</b>	<b>77,348</b>	<b>121,193</b>
Amprior.....	48	67	28	404	177	334
Barrie.....	40	47	39	1,023	635	1,132
Belleville.....	40	33	9	1,429	787	1,365
Bracebridge.....	24	73	61	949	497	952
Brampton.....	44	33	28	581	332	557
Brantford.....	44	65	68	2,302	1,961	2,042
Brockville.....	46	42	23	465	215	407
Carleton Place.....	7			404	133	403
Chatham.....	38	148	45	2,072	1,484	1,688
Cobourg.....	11	13	6	755	497	621
Collingwood.....	12	12	36	751	424	847
Cornwall.....	144	156	115	2,503	1,395	1,975
Fort Erie.....	16	20	85	494	385	610
Fort Frances.....	27	105	8	284	214	419
Fort William.....	502	499	288	1,413	724	1,693
Galt.....	139	106	81	949	487	992
Gananoque.....	2	4	5	316	213	282
Goderich.....	28	20	25	636	281	603
Guelph.....	85	109	102	1,445	800	1,067
Hamilton.....	728	920	605	9,186	6,125	8,160
Hawkesbury.....	17	12	15	927	446	850
Ingersoll.....	54	63	17	564	297	405
Kapuskasing.....	124	79	108	269	201	456
Kenora.....	88	56	23	446	338	528
Kingston.....	114	91	71	1,370	936	1,132
Kirkland Lake.....	55	200	119	643	399	741
Kitchener.....	79	98	70	2,848	934	3,081
Leamington.....	24	19	16	997	475	1,353
Lindsay.....	26	73	43	583	340	714
Listowel.....	32	20	19	366	163	341
London.....	573	1,426	424	4,217	2,856	3,920
Midland.....	15	19	5	1,283	426	1,085
Napanee.....	3	4	3	689	315	565
Newmarket.....	16	43		680	435	
New Toronto.....	127	135	95	2,528	1,642	2,424
Niagara Falls.....	120	219	45	1,738	1,195	1,680
North Bay.....	53	93	44	1,124	633	1,107
Oakville.....	178	233	143	431	316	461
Orillia.....	31	26	39	779	475	789
Oshawa.....	85	182	65	2,503	1,857	3,772
Ottawa.....	2,060	1,972	1,676	4,462	3,084	3,727
Owen Sound.....	68	53	31	2,416	1,007	1,849
Parry Sound.....	3	2	5	410	125	327
Pembroke.....	198	205	121	1,533	916	1,207
Perth.....	21	30	8	767	236	485
Peterborough.....	45	93	81	2,311	1,500	2,087
Pictou.....	7	14	2	650	310	531
Port Arthur.....	285	425	182	2,027	959	2,303
Port Colborne.....	16	11	6	550	319	640
Prescott.....	22	21	15	1,087	356	595
Renfrew.....	24	12	9	737	308	498
St. Catharines.....	110	131	85	3,069	1,795	3,213
St. Thomas.....	105	461	45	734	882	732
Sarnia.....	69	136	39	2,587	1,376	1,717
Sault Ste. Marie.....	473	431	137	942	716	1,016
Simcoe.....	11	51	11	943	467	832
Sioux Lookout.....	42	26	45	126	80	147
Smiths Falls.....	2	9	6	422	232	459
Stratford.....	15	27	11	748	360	661
Sturgeon Falls.....	4	4	1	836	583	806
Sudbury.....	332	248	191	1,586	1,062	2,115
Timmins.....	161	514	168	1,135	874	1,189
Toronto.....	2,876	3,697	3,591	30,530	17,724	27,263
Trenton.....	55	60	33	885	517	906
Walkerton.....	23	50	24	530	216	615
Wallaceburg.....	6	3	5	693	432	383
Welland.....	109	88	54	1,331	738	1,410
Weston.....	163	160	380	1,810	931	1,209
Windsor.....	176	308	302	9,999	6,468	10,422
Woodstock.....	35	30	24	962	430	296
<b>Manitoba.....</b>	<b>2,263</b>	<b>4,074</b>	<b>1,558</b>	<b>20,440</b>	<b>13,019</b>	<b>20,335</b>
Brandon.....	202	302	121	1,791	941	1,776
Dauphin.....	39	48	9	1,068	472	1,130
Flin Flon.....	122	73	47	1,162	156	182
Portage la Prairie.....	41	45	21	1,013	512	927
The Pas.....	8	6	22	142	100	148
Winnipeg.....	1,851	3,600	1,338	16,264	10,838	16,172

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JANUARY 3, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Jan. 3, 1957	Previous Month Nov. 29, 1956	Previous Year Dec. 29, 1955	(1) Jan. 3, 1957	Previous Month Nov. 29, 1956	Previous Year Dec. 29, 1955
<b>Saskatchewan</b> .....	<b>1,050</b>	<b>1,428</b>	<b>703</b>	<b>14,636</b>	<b>7,098</b>	<b>15,709</b>
Estevan.....	55	58	35	264	190	258
Moose Jaw.....	255	240	135	1,284	669	1,333
North Battleford.....	37	70	58	1,110	517	1,155
Prince Albert.....	115	54	40	1,592	921	1,025
Regina.....	259	677	200	3,981	1,900	4,581
Saskatoon.....	159	145	125	3,127	1,543	3,456
Swift Current.....	69	65	35	804	326	836
Weyburn.....	34	32	17	335	154	380
Yorkton.....	67	87	58	2,139	878	2,085
<b>Alberta</b> .....	<b>2,742</b>	<b>3,547</b>	<b>2,219</b>	<b>19,767</b>	<b>10,929</b>	<b>20,576</b>
Blairmore.....	50	63	46	334	180	367
Calgary.....	983	861	801	5,917	3,715	5,871
Drumheller.....	33	14	19	268	174	288
Edmonton.....	1,178	2,111	1,053	8,315	4,605	9,246
Edson.....	211	53	80	260	195	208
Lethbridge.....	132	154	150	2,586	866	2,669
Medicine Hat.....	96	174	36	1,173	636	1,152
Red Deer.....	59	117	34	914	558	775
<b>British Columbia</b> .....	<b>2,150</b>	<b>2,419</b>	<b>2,262</b>	<b>56,018</b>	<b>37,325</b>	<b>47,097</b>
Chilliwack.....	47	41	16	2,254	1,162	1,852
Courtenay.....	18	19	110	1,870	480	1,701
Cranbrook.....	5	7	6	848	259	613
Dawson Creek.....	45	48	24	391	175	418
Duncan.....	54	25	16	1,315	429	1,592
Kamloops.....	31	54	50	1,146	468	919
Kelowna.....	13	15	10	1,456	999	1,265
Kitimat.....	89	167	345	338	208	78
Mission City.....	44	20	11	1,458	645	1,493
Nanaimo.....	21	35	16	1,963	804	2,112
Nelson.....	15	12	4	1,252	608	856
New Westminster.....	131	196	82	6,214	4,181	5,506
Penticton.....	7	11	3	1,922	849	1,446
Port Alberni.....	16	14	39	1,545	523	802
Prince George.....	144	122	82	1,680	1,258	1,443
Prince Rupert.....	80	61	46	1,198	762	1,074
Princeton.....	20	2	3	548	149	334
Trail.....	20	5	37	796	438	717
Vancouver.....	1,070	1,187	1,097	21,954	19,126	18,110
Vernon.....	4	31	16	1,968	691	1,458
Victoria.....	254	313	222	3,521	2,870	2,862
Whitehorse.....	42	34	27	381	241	446
<b>Canada</b> .....	<b>33,224</b>	<b>44,076</b>	<b>30,097</b>	<b>436,163</b>	<b>246,035</b>	<b>396,881</b>
Males.....	19,784	27,634	17,986	343,956	171,326	312,066
Females.....	13,440	16,442	12,111	92,207	74,709	84,815

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1951—1956

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1951.....	918,238	655,933	262,305	68,895	223,979	332,499	196,754	96,111
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400

**TABLE D-6.—VACANCIES<sup>(1)</sup> AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1, TO DECEMBER 31, 1956**  
(SOURCE: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario								
	Vac- can- cies Noti- fied	Placements		Vac- can- cies Noti- fied	Placements		Vac- can- cies Noti- fied	Placements		Vac- can- cies Noti- fied	Placements		Vac- can- cies Noti- fied	Placements		Vac- can- cies Noti- fied	Placements							
		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out	Reg- ular	Trans- fers out				
Agriculture.....	6	6		460	131	2	3	167	104		483	370	170	79	69	906	344	372	382	3,303	1,431	1,273	154	
Forestry.....	14	1		7			6	387	166	2	28	586	251	12	3	11,595	4,400	16	859	3,027	1,471	21	405	
Fishing and Trapping.....								3				6	5							4	3		9	
Mining, Quarrying and Oil Wells.....	47	3	9					182	159	1	31	278	56	2			797	293	9	31	920	552	8	254
Metals.....	46	2	9					168	154		30	38	23				605	187	6	30	796	477	1	221
Non-Metal Mining.....								6	2		1	235	30				6	2			12	3	4	
Quarrying, Clay and Sand Pits.....																	149	82	3	1	13	6		5
Prospecting.....	1	1						4	3	1							33	20			64	43	2	28
Manufacturing.....	46	23	10	41	30	9	1	1,567	1,297	120	42	390	186	71	3	19,162	12,620	695	122	29,013	20,932	2,847	599	
Foods and Beverages.....	19	8	7	18	7	9		190	167	22	1	74	30	18		1,572	1,075	49	1	3,183	2,299	203	99	
Tobacco and Tobacco Products.....																	234	199	4		1,488	1,422	4	7
Rubber Products.....								1	1								208	146	10		398	272	20	4
Leather Products.....								8	4	2		15	10				1,074	805	21		619	501	21	9
Textile Products (except clothing).....	2	3		2	2			7	6			11	4				1,642	1,205	21	10	1,360	1,051	73	16
Clothing (textile and fur) Products.....	9			9				9	11	1		19	7	2			3,872	2,509	16	5	1,705	1,250	36	27
Wood Products.....	3	2		7	6			58	35	6		60	33	1	1		1,331	897	42	13	1,527	1,086	238	24
Paper Products.....								5	4			57	29	5			941	764	9	2	1,176	835	161	11
Printing, Publishing and Allied Industries.....	2	6		2	3			55	30	5		16	11		2		736	404	66	1	1,511	892	422	7
Iron and Steel Products Transportation Equip- ment.....	1	1		9	9			258	198	44	35	66	31	22			2,239	1,550	67	18	5,385	3,795	424	73
Non-Ferrous Metal Prod- ucts.....	6	2	2	1	1			864	804	16	3	14	6	1			1,722	1,141	31	11	3,567	2,505	329	176
Electrical Apparatus and Supplies.....								9	2	5	1	22	8	11			732	442	7	54	1,156	862	90	11
Non-Metallic Mineral Products.....	2	1						30	23	5		1	1				612	324	10	2	2,148	1,625	120	15
Products of Petroleum and Coal.....	1							55	32	14		11	8				354	255	17	1	857	601	116	6
Chemical Products.....																	83	28	8	1	125	99	8	1
Miscellaneous Manufac- turing Industries.....								15	9			13	1	9			1,054	352	277	1	1,558	835	479	13
	1	1	1	2	2			3	1			11	7	2			726	523	40	2	1,250	992	103	10

<b>Construction</b> .....	591	429	12	4	119	109	2	13	761	398	175	27	2,456	1,448	113	245	12,145	8,745	568	957	20,348	15,884	1,630	1,182
General Contractors.....	564	413	10	4	86	77	.....	13	532	279	126	68	2,159	1,271	87	237	8,913	6,325	404	900	15,842	12,464	1,071	1,085
Special Trade Contractors.....	27	16	2	.....	33	23	2	.....	229	119	49	9	297	177	26	8	3,232	2,420	164	57	4,506	3,420	529	97
<b>Transportation, Storage and Communication</b> .....	11	7	2	.....	577	12	440	.....	315	121	109	5	356	196	35	1	8,549	3,147	4,422	216	5,811	3,315	1,731	54
Transportation.....	6	3	2	.....	575	9	440	.....	238	70	77	5	293	175	31	.....	8,225	2,922	4,414	215	4,936	2,786	1,542	16
Storage.....	.....	.....	.....	.....	.....	.....	.....	.....	31	16	13	.....	16	6	1	.....	108	91	7	.....	454	204	176	6
Communication.....	5	4	.....	.....	2	3	.....	.....	46	35	10	.....	47	15	3	1	216	134	1	.....	451	355	13	32
<b>Public Utility Operation</b> .....	4	3	.....	.....	1	1	.....	.....	70	30	19	.....	4	4	.....	.....	217	108	3	1	469	336	20	2
<b>Trade</b> .....	163	137	14	1	811	194	602	.....	1,829	965	286	5	1,101	670	162	4	9,721	5,797	747	13	17,308	11,202	2,776	52
Wholesale.....	31	18	10	.....	433	47	395	.....	501	187	203	.....	315	161	77	2	2,877	1,616	291	1	5,063	2,863	1,349	10
Retail.....	132	119	4	1	378	147	207	.....	1,328	778	83	5	786	506	85	2	6,844	4,181	456	12	12,245	8,339	1,427	36
<b>Finance, Insurance and Real Estate</b> .....	4	3	.....	.....	20	11	2	.....	122	65	7	.....	86	48	3	.....	1,236	690	23	3	2,051	1,139	68	3
<b>Service</b> .....	662	392	61	.....	435	244	157	.....	2,810	1,124	1,164	25	2,339	1,073	625	30	20,145	9,005	5,287	117	32,450	16,047	8,537	122
Community or Public Service.....	16	3	.....	.....	48	32	11	.....	232	104	41	.....	223	89	71	13	1,345	798	55	13	3,026	1,969	297	13
Government Service.....	580	359	31	.....	101	95	6	.....	1,160	648	411	14	791	618	87	15	3,042	2,226	177	23	10,524	6,753	1,001	50
Recreation Service.....	8	5	3	.....	1	1	.....	.....	32	15	7	6	20	7	2	.....	380	136	139	1	1,524	376	120	1
Business Service.....	1	.....	.....	.....	7	6	.....	.....	45	18	5	.....	96	52	4	.....	1,102	413	220	.....	1,753	997	263	11
Personal Service.....	57	25	27	.....	278	110	139	.....	1,341	339	700	5	1,209	307	462	2	14,276	5,462	4,690	78	16,528	5,940	6,856	47
<b>Totals</b> .....	1,548	1,004	99	14	2,471	723	1,214	23	8,213	4,429	1,874	696	7,972	4,107	1,103	355	84,473	45,149	12,142	2,701	114,734	72,342	18,881	2,746
Men.....	1,276	763	95	14	1,810	397	932	23	5,461	3,126	1,267	684	5,840	3,126	701	350	60,163	32,765	7,729	2,577	78,135	50,422	13,181	2,640
Women.....	272	241	4	.....	661	326	282	.....	2,752	1,306	607	12	2,132	981	402	5	24,309	12,384	4,413	134	36,599	21,920	5,700	106

1 Current and deferred vacancies reported during the period.

TABLE D-6.—VACANCIES<sup>(1)</sup> AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 1 TO DECEMBER 31, 1956

(SOURCE: U.I.C. 751)

Industry	Manitoba			Saskatchewan			Alberta			British Columbia			Canada						
	Placements			Placements			Placements			Placements			Placements						
	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out				
<b>Agriculture</b> .....	392	205	16	1	1,094	622	12	44	1,853	1,218	48	552	853	56	4,783	2,655	1,192		
<b>Forestry</b> .....	254	166			106	34		172	1,192	733	2	196	13	18	18,450	8,418	66	1,793	
<b>Fishing and Trapping</b>															13		9		
<b>Mining, Quarrying and Oil Wells</b>	443	251	6	11	388	221	6	11	1,695	800	36	13	386	310	9	5,136	2,645	77	385
Metal Mining.....	416	233	3	10	6	331	3	7	94	23			306	238	7	2,311	1,186	17	339
Fuels.....	6	2	3			331	197	4	2,244	591	36	6	49	47	1	2,051	1,026	48	9
Non-Metal Mining.....	1							2	19				11	14		217	108	3	9
Quarrying, Clay and Sand Pits.....	2	5				17	14		5	2			6	4		130	91	3	
Prospecting.....	18	11				19	2		333	180	3		12	7	1	427	234	6	28
<b>Manufacturing</b>	3,056	1,739	625	21	652	403	102	42	2,247	1,372	247	53	5,394	4,084	578	61,508	42,686	5,304	844
Foods and Beverages.....	393	227	109		253	162	44	1	451	255	61		1,038	719	245	7,191	4,949	707	103
Tobacco and Tobacco Products.....																1,729	1,628	8	7
Leather Products.....	4	2	1		3	3							2	17		616	425	31	4
Rubber Products.....	46	33	8						8				1			1,799	1,375	52	10
Textile Products (except clothing)	66	39	11		3	2	1		39	31	1		1	18		3,214	2,392	118	26
Clothing (textile and fur)	615	350	71		52	31	4		90	70			153	103	11	6,521	4,341	134	33
Wood Products.....	343	151	150		14	1			328	212	47	1	2,041	1,810	85	5,749	4,246	570	57
Paper Products.....	88	73	18	1	14	4			48	21	5	17	205	171	15	2,534	1,904	213	37
Printing, Publishing and Allied Industries.....	198	98	60	1	56	31	14		82	40	10		187	87	68	2,845	1,602	645	11
Iron and Steel Products.....	553	331	108	1	84	59	17		292	189	29		554	395	41	7,341	4,528	735	131
Transportation Equipment.....	311	157	25	1	76	38	6	5	370	224	40	5	276	272	28	7,307	5,190	457	207
Non-Ferrous Metal Products.....	47	47	1	17	3	3			28	9	4		271	183	10	2,998	1,569	128	189
Electrical Apparatus and Supplies.....	134	81	1		11	7	3	35	33	21			60	39	5	3,091	2,122	144	20
Non-Metallic Mineral Products.....	49	19	29		30	19	7	1	171	151	5	1	103	70	17	1,621	1,155	206	11
Products of Petroleum and Coal.....	34	19	4		16	12			45	17	5		107	34	37	410	209	62	2
Chemical Products.....	62	43	9		17	9	4		219	98	30		84	55	6	3,022	1,402	814	14
Miscellaneous Manufacturing Industries.....	113	69	20		11	8	1		33	20	1		113	80	3	2,263	1,702	171	12
<b>Construction</b>	2,432	1,892	77	99	1,993	1,430	205	38	4,066	3,124	343	17	4,663	3,740	380	49,274	37,190	3,475	2,769
General Contractors.....	1,074	1,470	47	88	1,600	1,169	134	34	3,031	2,372	213	14	3,553	3,156	280	38,254	28,586	2,372	2,459
Special Trade Contractors.....	458	422	30	11	393	261	71	4	1,035	752	130	3	810	584	100	11,020	8,194	1,103	212
<b>Transportation, Storage and Communication</b>	887	530	165		710	425	153	15	1,275	680	276	1	1,421	956	206	19,942	9,420	7,530	208
Transportation.....	678	432	91		544	367	161	15	988	528	104	1	1,078	701	168	17,561	7,991	7,090	268
Storage.....	151	61	72		91	33	35		181	74	82		160	118	30	1,192	603	446	6
Communication.....	58	37	2		75	25	17		106	80			183	137	8	1,189	826	54	34

Public Utility Operation.....																	96			
Trade.....																	110			
Wholesale.....	3,619	1,388	1,001	2	2,010	1,175	493	1	4,022	2,125	1,130	2	4,657	2,841	839	30	44,671	26,494	8,050	27
Retail.....	1,413	564	563	2	694	390	214	1	1,977	948	687	1	1,461	816	370	34	7,022	4,150	1,180	83
	1,606	824	438	.....	1,346	770	279	.....	2,045	1,177	443	1	3,196	2,025	469	26	20,876	18,872	3,891	83
Finance, Insurance and Real Estate.....																	8			
	350	191	37	.....	244	162	13	.....	600	365	32	1	654	394	46	1	5,357	3,068	231	8
Service.....																	351			
Community or Public Service.....	6,211	3,390	1,686	18	4,073	2,088	1,048	15	9,271	4,480	2,176	29	13,239	9,660	1,753	25	91,635	47,503	22,495	62
Government Service.....	443	260	76	.....	367	188	59	3	929	422	58	15	730	496	49	5	7,350	4,361	717	128
Recreation Service.....	2,558	2,426	12	.....	1,240	1,053	97	.....	2,919	2,436	114	12	7,093	6,068	179	7	30,008	23,291	2,115	8
Business Service.....	141	43	57	.....	53	36	7	.....	137	61	28	1	157	76	166	2	1,518	759	379	24
Personal Service.....	201	75	9	.....	146	109	5	.....	625	310	33	1	822	319	105	24	4,608	2,269	705	159
	2,868	586	1,532	4	2,267	702	880	11	4,661	1,251	1,943	1	1,467	2,101	1,344	11	48,142	16,793	18,579	7,805
Totals.....																	7,805			
Men.....	11,241	7,329	1,991	252	7,565	4,727	1,348	353	17,011	10,212	2,602	281	20,282	12,478	2,692	311	208,785	128,312	32,508	7,465
Women.....	5,595	2,462	1,625	6	3,793	1,888	688	5	9,414	4,818	1,667	31	13,069	8,552	2,083	51	98,596	54,678	17,471	349

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND BENEFIT PAYMENTS (REGULAR ONLY) BY PROVINCE, DECEMBER 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	4.8	3,490	19,257 (291)	426,413
Prince Edward Island.....	0.9	709	3,584 (51)	66,110
Nova Scotia.....	7.9	4,779	31,443 (2,185)	588,767
New Brunswick.....	7.3	5,561	29,143 (1,392)	555,106
Quebec.....	47.0	33,955	187,834 (20,531)	3,730,175
Ontario.....	46.9	33,815	187,513 (17,281)	3,778,534
Manitoba.....	7.9	5,385	31,579 (2,624)	637,492
Saskatchewan.....	4.6	3,919	18,432 (1,158)	386,840
Alberta.....	7.0	6,556	28,173 (1,477)	593,813
British Columbia.....	20.7	16,049	82,944 (5,876)	1,764,864
Total, Canada, December 1956.....	155.0	114,218	619,902 (52,866)	12,528,015
Total, Canada, November 1956.....	108.6	74,130	478,265 (58,936)	9,275,471
Total, Canada, December 1955.....	162.6	107,597	702,642 (63,046)‡	11,942,873

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

‡ In addition, 4,532 days benefit were paid in respect of unemployment occurring prior to October 2.

**TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, DECEMBER 31, 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									December 30, 1955 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
CANADA.....	398,244	136,686	58,853	73,330	62,232	24,596	13,447	8,290	20,810	388,129
Male.....	315,220	112,028	50,458	61,966	49,533	16,380	8,010	4,770	12,075	306,988
Female.....	83,024	24,658	8,395	11,364	12,699	8,216	5,437	3,520	8,735	81,141
Newfoundland.....	14,883	4,867	3,038	2,575	2,400	922	370	230	481	11,458
Male.....	14,264	4,729	2,955	2,500	2,314	841	322	196	407	10,981
Female.....	619	138	83	75	86	81	48	34	74	477
Prince Edward Island.....	3,016	1,000	537	572	560	154	63	38	92	2,610
Male.....	2,529	875	433	513	486	108	37	24	53	2,238
Female.....	487	125	104	59	74	46	26	14	39	372
Nova Scotia.....	18,539	5,909	2,742	2,885	2,898	1,516	828	473	1,288	17,717
Male.....	16,308	5,372	2,530	2,647	2,552	1,233	623	357	994	15,507
Female.....	2,231	537	212	238	346	283	205	116	294	2,210
New Brunswick.....	20,130	6,564	2,671	4,193	3,309	1,354	647	394	998	17,940
Male.....	16,908	5,715	2,413	3,606	2,790	991	471	250	672	15,029
Female.....	3,222	849	258	587	519	363	176	144	326	2,911
Quebec.....	127,851	46,622	18,509	23,364	18,312	7,874	4,176	2,326	6,668	123,893
Male.....	98,885	37,069	15,583	19,716	14,478	5,183	2,394	1,209	3,253	95,150
Female.....	28,966	9,553	2,926	3,648	3,834	2,691	1,782	1,117	3,415	28,743
Ontario.....	114,138	39,946	15,472	20,047	16,700	6,655	4,704	3,409	7,205	117,816
Male.....	84,148	30,752	12,254	15,939	12,210	3,910	2,745	2,024	4,314	88,994
Female.....	29,990	9,194	3,218	4,108	4,490	2,745	1,959	1,385	2,891	28,822
Manitoba.....	18,086	5,943	2,308	3,061	3,834	1,034	557	330	1,019	18,832
Male.....	14,074	4,853	1,910	2,637	3,009	635	285	166	579	14,424
Female.....	4,012	1,090	398	424	825	399	272	164	440	4,408
Saskatchewan.....	12,279	3,596	2,336	2,635	2,316	499	276	148	473	14,481
Male.....	10,397	3,088	2,133	2,393	2,002	327	133	73	248	12,380
Female.....	1,882	508	203	242	314	172	143	75	225	2,101
Alberta.....	18,359	5,154	3,901	4,164	3,110	812	400	219	599	19,924
Male.....	15,849	4,560	3,626	3,813	2,638	494	194	123	401	17,030
Female.....	2,510	594	275	351	472	318	206	96	198	2,894
British Columbia.....	50,963	17,085	7,339	9,834	8,793	3,776	1,426	723	1,987	43,458
Male.....	41,858	15,015	6,621	8,202	7,054	2,658	806	348	1,154	35,255
Female.....	9,105	2,070	718	1,632	1,739	1,118	620	375	833	8,203

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
DECEMBER 1956**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	8,772	7,130	1,642	6,501	4,036	2,465	4,991
Prince Edward Island.....	1,986	1,637	349	1,301	951	350	1,056
Nova Scotia.....	10,844	7,946	2,898	7,625	5,746	1,879	5,391
New Brunswick.....	12,700	9,961	2,739	9,378	6,942	2,436	6,437
Quebec.....	87,160	62,291	24,869	59,347	45,034	14,313	42,971
Ontario.....	76,115	53,347	22,768	63,664	47,326	16,338	26,999
Manitoba.....	10,821	8,523	2,298	9,326	6,222	3,104	3,651
Saskatchewan.....	8,321	6,778	1,543	6,483	4,554	1,929	3,735
Alberta.....	12,974	10,092	2,882	10,962	8,254	2,708	4,987
British Columbia.....	35,405	25,902	9,503	27,859	20,854	7,005	14,497
Total, Canada, December 1956.....	265,098	193,607	71,491	202,446	149,919	52,527	114,715
Total, Canada, November 1956.....	151,356	104,143	47,213	121,516	91,884	29,632	52,063
Total, Canada, December 1955.....	276,454	191,009	85,445	216,050	139,672	76,378	110,541

\* In addition, revised claims received numbered 19,037.

† This total includes initial claims considered for seasonal benefit.

‡ In addition, 18,327 revised claims were disposed of. Of these, 1,388 were special requests not granted and 786 were appeals by claimants. There were 3,116 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—November.....	3,460,000	3,305,900	163,100
December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	3,644,000	3,505,500	138,500
September.....	3,651,000	3,518,700	132,300
October.....	3,647,000	3,518,600	128,400
November.....	Not available	Not available	Not available

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—February.....	116.4	109.9	131.5	108.6	116.7	119.3
March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA,  
AT THE BEGINNING OF JANUARY 1957**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	January 1956	December 1956	January 1957					
(1) St. John's Nfld.....	104.7	107.5	107.7	104.7	110.1	100.6	106.8	115.4
Halifax.....	114.5	118.5	118.6	112.2	127.4	114.9	123.9	121.6
Saint John.....	117.4	121.1	121.2	116.8	131.3	116.9	119.7	126.7
Montreal.....	117.4	120.7	120.6	120.5	138.6	103.8	115.6	122.9
Ottawa.....	117.5	121.6	121.4	115.7	140.5	111.0	116.9	126.1
Toronto.....	118.8	123.1	123.1	116.4	149.6	111.1	119.4	124.2
Winnipeg.....	116.8	118.4	118.8	115.2	128.4	113.3	116.2	122.4
Saskatoon—Regina.....	115.2	117.1	117.1	114.1	118.9	116.0	119.6	117.9
Edmonton—Calgary.....	114.8	117.4	117.2	113.5	121.2	113.5	118.2	121.6
Vancouver.....	120.0	121.7	122.1	119.7	129.5	111.7	128.9	123.0

N.B.—Indexes above measure percentage changes in prices overtime in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY AND DECEMBER 1956,  
JANUARY 1957†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com- mencing During Month	In Existence	Com- mencing During Month	In Existence	In Man- Days	Per Cent of Esti- mated Working Time
1957*						
January.....	16	24‡	6,471	6,960‡	53,580	0.06
1956						
December.....	6	18	470	1,462	14,305	0.02
January.....	6	14‡	1,789	17,341‡	338,355	0.34

\* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS JANUARY 1957**  
(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began	Date Ended	Approximate Time Loss Man-Days January To Date	Major Issue (s)	Major Term(s) of Settlement
<b>IN PROGRESS PRIOR TO JANUARY 1957</b>							
<b>MANUFACTURING—</b> <i>Food—</i> Heenev Frosted Foods Ltd., La Prairie, Que.	Directly Chartered Local of CLC	50	Nov. 2 1956	.....	1,800	Alleged discrimination in dismissal of two workers, pending union certification.	.....
<i>Tobacco—</i> Benson & Hedges (Canada) Limited, Montreal, Que.	Tobacco Workers Inter. Union No. 301, AFL-CIO/CLC	178	Oct. 1 1956	.....	3,900	Wages	.....
<i>Leather—</i> L'Assomption Shoe Ltd., *L'Assomption, Que.	National Federation of Leather and Shoe Workers of Canada Inc., CCCL	60	Sept. 19 1956	Nov. 11 1956	..... 2,950	Wages and working conditions.	Return of some workers and replacement of others.
<i>Textile—</i> Dominion Textile Co. Ltd., Magog, Que.	National Catholic Textile Federation Inc. CCCL	63 (?)	Dec. 10 1956	Jan. 28	2,030	Protest against changes in work load.	Return to work and referral of dispute to arbitration.
<i>Wood—</i> Imperial Lumber Co. Ltd., Jasper Place, Alta.	Inter. Bro. of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 514, AFL-CIO/CLC	8	Sept. 8 1956	.....	190	Wages, holidays, and union security in bargaining first agreement; conciliation procedures completed.	.....
<i>Non-Ferrous Metal—</i> Canadian Name Plate Co. Midland, Ont.	Inter. Union United Automobile, Aircraft and Agricultural Implement Workers, No. 1265, AFL-CIO/CLC	126	Nov. 22 1956	.....	2,770	Wages, hours and union security; conciliation procedures completed.	.....
<i>Chemical—</i> Swift Canadian Co., New Toronto, Ont.	United Packinghouse Workers of America, No. 208A, AFL-CIO/CLC	6	Nov. 12 1956	.....	125	Wages; conciliation procedures completed.	.....
<i>Miscellaneous—</i> Plastic Profiles— Long Branch, Ont.	United Rubber, Cork, Linoleum and Plastic Workers of America, AFL-CIO/CLC	28	Dec. 21 1956	Jan. 29	560	Alleged discrimination in layoff of workers.	Return of workers with reference to third party.
<b>TRADE—</b> Metropolitan Stores Ltd., Sudbury, Ont.	Inter. Union of Mine, Mill and Smelter Workers of America No. 902, I.N.D.	30	Sept. 22 1956	.....	780	Wages, conciliation procedures completed.	.....

COMMENCING JANUARY 1957

Logging— St. Lawrence Corporation Ltd., Beardmore, Ont.	600	Jan. 24	.....	4,200	In sympathy with wage dispute of truck owners hauling for same firm.	.....
Spruce Falls Power and Paper Co. Ltd. (Wood- lands) Kapuskasing, Ont.	500	Jan. 22	Jan. 29	3,500	Piece-work rate on log hauling.	Equalization of rates for tractor and horse drawn sleds.
Mining— Coal— Margaree Steamship Coal Co., Inverness, N.S.	27	Jan. 21	Jan. 25	85	Dispute re wages due but not paid.	Return of workers when back pay received.
Dominion Coal Co. Ltd., Glace Bay, N.S.	500	Jan. 22	.....	1,525	Dispute over rate for previously uncompleted work assignment.	.....
MANUFACTURING— Food— Thunder Bay Co-op., Wake- field Dairy and Kellough Bros., Fort William and Port Arthur, Ont.	110	Jan. 7	Jan. 9	220	Hours.	Return of workers and further negotiations.
Beverages— Brewers Association of Newfoundland St. John's, Nfld.	157 (2)	Jan. 14	.....	2,245	Wages, hours and union security; conciliation procedures completed.	.....
Tobacco— Imperial Leaf Tobacco Co. Ltd., Aylmer, Ont.	412	Jan. 11	Jan. 18	1,850	Wages.	Wage increase of fifteen cents per hour.
Rubber— Firestone Tire and Rubber Co., Hamilton, Ont.	33 (4)	Jan. 23	Jan. 30	180	Increased piece work rates for bead builders on small size tires.	Return of workers and further negotiations.
Clothing— Dominion Glove Co. Ltd., Beebe, Que.	121 (2)	Jan. 30	.....	240	Wages and hours.	.....
Various Dress Manufacturing Firms, Toronto, Ont.	1,000	Jan. 22	Jan. 22	250	Delay in signing of master con- tract by individual firms.	Contract signed.

TABLE G-2.—STRIKES AND LOCKOUTS JANUARY 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>1</sup>	Date Ended <sup>1</sup>	Approximate Time Loss Man Days January To Date	Major Issue (s)	Major Term(s) of Settlement
CONSTRUCTION— Leibel and Engel Construction Co. Ltd., Toronto, Ont.	Various Building Trades Unions AFL-CIO/CLC.	38	Jan. 9	.....	645	Protest against employment of non-union personnel by subcontractors.	.....
MacNamara Construction Co., Cornwall, Ont.	Inter. Union of Operating Engineers No. 783, AFL-CIO/CLC.	35 <sup>(1)</sup>	Jan. 22	.....	300	Wages.	.....
TRANSPORTATION— Canadian Pacific Railway Company and Subsidiaries, Canada.	Bro. of Locomotive Firemen and Enginemen AFL-CIO/CLC.	2,850 <sup>(2)</sup>	Jan. 2	Jan. 11	25,650	Protest proposal to disperse with employment of firemen on diesel engines in freight and yard service; conciliation procedures completed.	Wage increase and other working conditions; formation of enquiry commission to study employment of firemen.
TRADE— Prince Edward Poultry Products Co-op., Picton, Ont.	Amalgamated Meat Cutters and Butcher Workmen of North America, No. 636, AFL-CIO/CLC.	10	Jan. 5	.....	230	Wages and hours.	.....
Dominion Stores Ltd., Chatham, Ont.	Inter. Union, United Brewery, Flour, Cereal, Soft Drink and Distillery Workers, No. 800, AFL-CIO/CLC.	35	Jan. 19	Jan. 28	225	Wages; conciliation procedures completed.	Return of workers and further negotiations.
Brewers' Warehousing Co., Galt, Preston and Kitchener, Ont.	Inter. Union United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, No. 338, AFL-CIO/CLC.	41	Jan. 24	Jan. 26	80	Dissatisfaction with application of terms of arbitration reward	Return of workers and further negotiations.

\* Revised from previous month.

(1) In this table the date of commencement is that on which time loss first occurred and the date of conclusion is the last day on which time was lost to an appreciable extent.  
 (2) Indirectly affected 475; (3) Indirectly affected 10; (4) Indirectly affected 750; (5) Indirectly affected 7; (6) Indirectly affected 65,160.

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## manpower and labour relations

### REVIEW

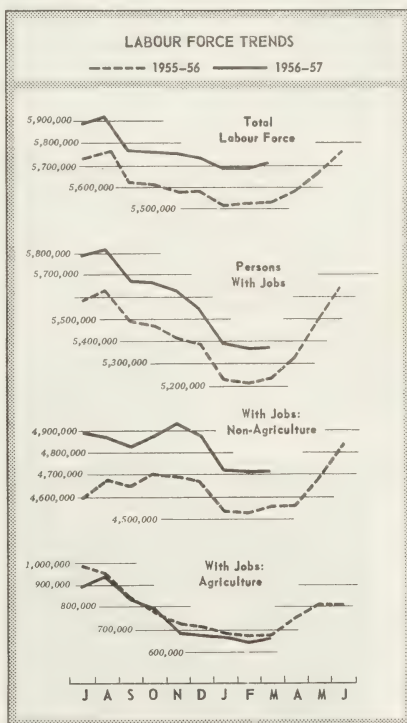
Economics and Research Branch, Department of Labour, Canada

#### Current Manpower Situation

**A** NOTABLE feature of the manpower situation during the past six months was the slow-down in employment expansion. In the latter half of 1956, the heavy requirements of the primary industries and construction sustained the over-all level of employment well into the fall months. During the winter, however, there were correspondingly large seasonal layoffs, which were accentuated by a developing weakness in forestry, construction and, to a lesser degree, in mining.

As a result, the trend of employment (adjusted for seasonal variations) showed little or no change from the fourth quarter of 1956 to the first quarter of 1957. During this period, however, the labour force continued to grow, stimulated in part by the substantial inflow of immigrants since last fall. Consequently, unemployment increased more sharply than usual to a level substantially higher than last year, though still lower than at the beginning of 1955.

At March 16, 1957, an estimated 5,373,000 persons had jobs, an increase of 11,000 from a month earlier and of 132,000 from a year before. The number of persons without jobs and seeking work, at 343,000, was approximately 20,000 above a month earlier, 48,000 more than at the same time in 1956, but 58,000 less than in March 1955. From February to March of this year, registrations for employment at offices of the National Employment Service showed a corresponding increase.



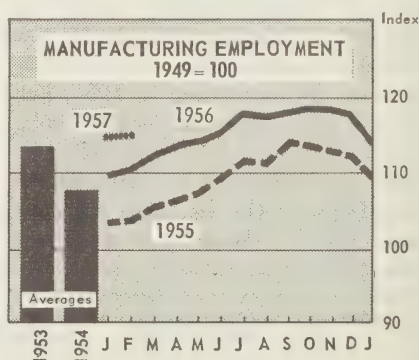
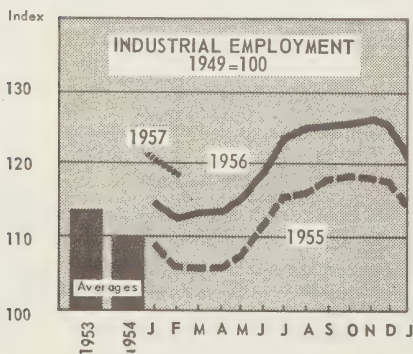
## Industrial Developments

For some months it has been evident that the trend of construction activity has levelled off. This fact was indicated by unusually heavy layoffs during the past winter and was confirmed by the survey of 1957 investment intentions and by reports on values of building permits and construction contracts awarded in past months. Construction employment in January was still much higher than a year earlier. The significant development, however, was the sharp decline that occurred since last summer. Between August and January, in fact, the seasonally-adjusted index dropped by 8 per cent.

This decline, together with the seasonal slackness that develops each winter, resulted in the release of some 130,000 construction workers; these layoffs have been responsible for much of the increase in winter unemployment. At the end of March, construction workers accounted for more than one-third of the year-to-year increase in registrations at NES offices.

Not all regions have been affected to the same degree. In British Columbia, construction employment last summer was 32 per cent higher than a year earlier. By January this increase had been reduced by almost one-half (at that, the margin was still considerably greater than in any other region). In the Atlantic region, the construction employment situation changed from a year-to-year gain of 20 per cent last summer to a year-to-year drop of 6 per cent in January. In the three central regions the year-to-year gain was only slightly smaller in January than six months earlier.

Forestry is the second major industry that has contributed to the general levelling-off of the past winter. Employment in this industry, seasonally adjusted, dropped by 13 per cent between August and January, and reports from most logging areas suggest that the decrease has continued through March. In British Columbia most logging camps were re-opening after the winter shutdown but hiring was much slower than usual owing to the marked drop in overseas lumber exports and the less buoyant domestic market. Logging employment in eastern Canada is also down from last year, although the decline may be of a more temporary nature

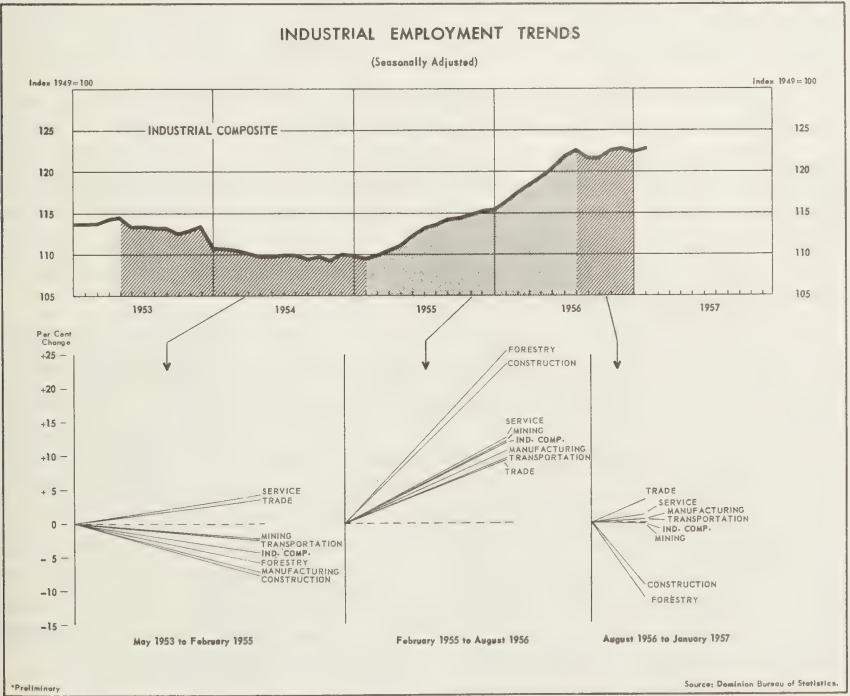


than on the West Coast. This decline in pulp cutting (which far outweighs other kinds of forestry employment in eastern Canada) is attributed by some employers to the fact that they were able to make unusually good progress on production quotas last year.

It is worth noting, however, that stocks of newsprint in the United States at the end of 1956 were one-third greater than a year before and stocks of pulpwood in Canada were 8 per cent higher in February than at any corresponding month since 1950. This may have encouraged employers to reduce production of pulpwood earlier than they had originally planned. It also suggested that the level of summer work may be lower than last year.

The weakness displayed by construction and forestry in past months has been very largely offset by unspectacular but important employment advances in other industries. The seasonally-adjusted employment indexes of the industry groups that provide services rather than commodities (transportation, communication and storage; finance, insurance and real estate; public utilities; trade; services, including government) have all shown gains of from 1 to 3 per cent since August.

Because of the absence of fluctuation in these groups, their importance is often neglected, although they account for well over half of total employment and more than 60 per cent of all non-agricultural jobs. Moreover, they are continually expanding in relation to the goods-producing industries and are employing an ever-increasing part of the labour force. During the past decade, in fact, the proportion employed in the five service industries has increased from 42 per cent to 47 per cent of the labour force. During the past year, two-thirds of the total increase in employment occurred in these industries.



Manufacturing employment has shown the same levelling-off as total employment, with similar conflicting tendencies in its component parts. After rising steadily for a year and a half, the seasonally-adjusted index dropped last September (mainly because of the model change-over in the automobile industry), rose to a new high in November and remained almost unchanged in the following three months. Reports from NES offices in industrialized centres indicate that this stability has continued through March.

By and large, the reductions in production and employment have been in the manufacture of some consumer goods and in industries associated with housebuilding, while those supplying industrial construction and resource development have continued to expand rapidly. Manufacturing as a whole has been bolstered by small but steady employment increases in the manufacture of food, chemicals, petroleum products and non-ferrous metal products. Employment growth in these industries has been virtually unbroken in the past decade.

There has been little basic change in the soft goods industries for at least a year and a half. Import competition has been the cause of considerable concern to both textile and clothing producers and domestic sales have continued to fall. Nevertheless, because of the increasing size of the market, production and employment levels have been fairly well maintained.

The manufacture of transportation equipment is dominated by the automobile industry, in which production has been frequently disrupted in the past year. Automobile centres experienced sporadic heavy lay-offs through most of the first quarter of 1957. In March, however, the employment situation appeared to have stabilized in most plants. New car sales showed a sizeable drop in February but picked up in March and the total for the first quarter was well above that for the comparable period last year.

In aircraft manufacture, employment has risen steadily since last summer and is currently about 7 per cent higher than last year. A major part of the increase is the result of expanded production in the Montreal area. Employment in the production of railway rolling stock has risen moderately since last summer and employers have expressed confidence that the current level of activity will be continued through 1957. In shipbuilding, employment levels have been well maintained and there is no evidence of slackening in the near future.

Employment trends in industries wholly or partly dependent upon the level of new construction show sharp differences. Manufacturers of such items as plumbing fixtures, gypsum products and some household appliances have cut back production owing to the excessive accumulation of inventories. Lumber production has, of course, declined along with forestry, owing to the weakness in domestic and export markets. On the other hand, the employment expansion by steel fabricating firms and by manufacturers of heavy machinery and steel castings shows little sign of slowing down. In the primary iron and steel industry, shipments to consumer durable goods industries have dropped off recently but raw steel has simply been diverted to the production of heavy plate and structural shapes, for which there is a continuing heavy demand.

# Current Labour Statistics

(Latest available statistics as of April 11, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	March 16	5,716,000	+ 0.5	+ 3.3
Total persons with jobs.....	March 16	5,373,000	+ 0.2	+ 2.5
At work 35 hours or more.....	March 16	4,818,000	+ 0.1	+ 1.7
At work less than 35 hours .....	March 16	401,000	+ 2.0	+ 11.1
With jobs but not at work.....	March 16	154,000	0.0	+ 7.7
With jobs but on short time.....	March 16	44,000	-10.2	+ 25.7
With jobs but laid off full week.....	March 16	33,000	+32.0	+ 37.5
Persons without jobs and seeking work	March 16	343,000	+ 6.2	+ 16.3
Persons with jobs in agriculture.....	March 16	671,000	+ 2.6	- 1.2
Persons with jobs in non-agriculture.....	March 16	4,702,000	- 0.1	+ 3.1
Total paid workers.....	March 16	4,276,000	- 0.2	+ 3.8
Registered for work, NES (b)				
Atlantic.....	March 14	95,800	+ 6.7	+ 19.3
Quebec .....	March 14	197,800	+11.9	+ 5.2
Ontario .....	March 14	161,100	+ 1.6	+ 19.9
Prairie .....	March 14	80,300	+ 2.8	- 0.1
Pacific .....	March 14	62,500	-12.5	+ 26.3
Total, all regions.....	March 14	597,500	+ 4.0	+ 12.2
Claimants for Unemployment				
Insurance benefit .....	March 1	572,387	+ 4.8	+ 12.0
Amount of benefit payments .....	February	\$38,603,408	+15.4	+ 19.9
Industrial employment (1949=100) .....	Feb. 1	118.7	- 2.2	+ 5.7
Manufacturing employment (1949=100).....	Feb. 1	115.0	+ 0.2	+ 4.4
Immigration.....	Year 1956	164,857	-	+ 49.9(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	March	71,430	-	- 70.7(c)
No. of workers involved .....	March	9,912	-	- 17.7(c)
No. of strikes .....	March	45	-	+116.7(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	Feb. 1	\$66.65	+ 4.8	+ 6.8
Average hourly earnings (mfg.).....	Feb. 1	\$ 1.58	- 0.3	+ 6.9
Average hours worked per week (mfg.).....	Feb. 1	40.9	- 0.7	- 0.7
Average weekly earnings (mfg.).....	Feb. 1	\$64.42	- 1.1	+ 6.1
Consumer price index (av. 1949=100).....	March 1	120.5	0.0	+ 3.5
Real weekly earnings (mfg. av. 1949=100)	Feb. 1	128.1	- 1.3	+ 2.5
Total labour income.....\$ 000,000	January	1,197	- 4.1	+ 11.1
<i>Industrial Production</i>				
Total (average 1935-39=100).....	January	272.0	- 3.1	+ 5.5
Manufacturing .....	January	270.3	- 3.3	+ 4.2
Durables.....	January	336.8	- 1.8	+ 6.6
Non-Durables.....	January	227.7	- 4.8	+ 1.9

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February *Labour Gazette*.

(b) See inside back cover, February *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

# Labour-Management Relations

## The Bargaining Scene

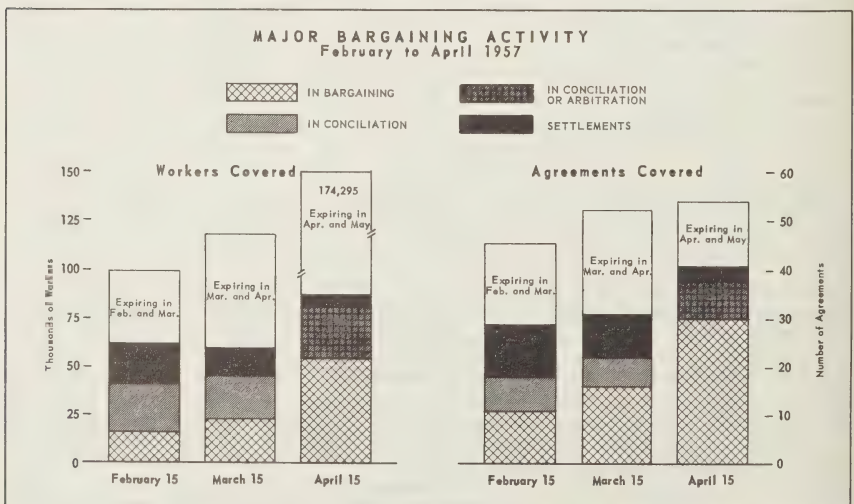
**A** SURVEY at April 15 of bargaining units covering 1,000 employees or more showed that 54 agreements had terminated or were scheduled to terminate in the period March 1 to May 31. The chart on the opposite page deals with these 54 agreements and indicates the state of contract negotiations at mid-April. A summary of experience in 1957 is presented in the graph below.

Between March 15 and April 15 only four settlements were reached, three of which followed lengthy negotiations. Contracts were signed between Noranda Mines, Limited, and the United Steelworkers of America; Firestone Tire & Rubber Company of Canada, Limited, and the United Rubber, Cork, Linoleum and Plastic Workers; and between the Montreal Shipping Federation and the International Longshoremen's Association. The fourth settlement, reached after a shorter duration of bargaining, was between the Manitoba Telephone System and the Manitoba Federation of Telephone Workers.

Thirty-seven agreements were under negotiation at mid-April, with 14 of them in the construction industry across the country. The scale of spring bargaining in the building trades is somewhat reduced from past years because of the number of two-year agreements negotiated during 1956.

During the first quarter of the year, the number of agreements subject to negotiation has remained fairly constant. However, the size of the bargaining units included has been growing larger. The next six weeks will see bargaining under way in several more of these larger agreements.

Important negotiations are in progress in the Nova Scotia mining industry between the Dominion Coal Co., Limited, and District 26 of the United Mine Workers of America, and in the logging industry between West



## THE BARGAINING SCENE APRIL 15, 1957

Bargaining Units of 1,000 or More Employees,  
March 1 to May 31, 1957.

### In Negotiations and Terminating in Period:

54 agreements, 174, 295 workers

Bargaining carried over from Feb.:

16 agreements, 37,026 workers

Terminating in period Mar. 1 - May 31:

38 agreements, 137,269 workers

### Settlements Achieved:

March 1 - April 15

4 agreements, 6,795 workers

#### Major Terms of Settlements (preliminary information)

- Wages -
  - 2 agreements covering 2,600 workers increased wages 7 per cent;
  - 1 covering 2,700 provided an increase of 9 cents an hour; in 1, covering 1,500, the increase was 6 to 12 cents.
  - 1 agreement covering 1,500 workers increased shift premiums from 5 to 7 cents and from 8 to 10 cents.
- Hours of Work -
  - 1 covering 1,400 workers reduced hours from 44 to 40 per week.
- Vacations -
  - 1 covering 1,500 workers provided 3 weeks after 11 years of service and 4 weeks after 25 years; 1 covering 1,400 provided 3 weeks after 15 years.
- Welfare Benefits -
  - 3 covering 5,600 workers made improvements in group health and welfare plans; 1 covering 1,500 improved pensions.
- Supplemental Unemployment Benefits -
  - 1 agreement covering 1,500 workers introduced a SUB plan.

### Negotiations Continuing:

At April 15

37 agreements, 80,047 workers

Bargaining in process:

29 agreements, 54,779 workers

Conciliation in progress:

7 agreements, 22,268 workers

Arbitration in progress:

1 agreement, 3,000 workers

### Other Agreements Terminating in Period:

13 agreements, 87,453 workers

Expiring in April:

8 agreements, 25,699 workers

Expiring in May:

5 agreements, 61,754 workers

Coast logging operators and the International Woodworkers of America. Bargaining will begin shortly on a number of agreements covering pulp and paper workers in eastern Canada. The West Coast lumber dispute is not included in the chart, as the agreement covering the woodworkers does not expire until June.

## Work Stoppages

Preliminary figures show 45 work stoppages in effect during March. These involved 9,912 workers in a time loss of 42,255 man-days. In the first three months of the year, there were 73 stoppages directly involving 19,859 workers in a time loss of 144,065 man-days. In the same period last year, the corresponding figures were 38 stoppages, 23,533 workers and 590,255 man-days.

## Wage Rate Changes, October 1955-56

Indexes of average wage rates for several industries have now been computed from data collected in the October 1956 survey of wage rates conducted by the Economics and Research Branch. The accompanying table shows indexes at October 1, 1955 and 1956, for 14 of the more representative industries.

It appears that, in general, wage rates in these industries increased slightly more from October 1955 to October 1956 than during the preceding few years. From 1955 to 1956, indexes for eight of the 14 industries included in the table rose from 4 to 6 per cent; for three industries by less than 4 per cent; and for the remaining three industries, by more than 6 per cent. The most substantial rise, 11 per cent, in the primary iron and steel industry, is partly due to a revision of wage rates following the implementation of a job evaluation program.

Indexes of Average Wage Rates, 14 Selected Industries,  
1955 and 1956

(rates in 1949=100)

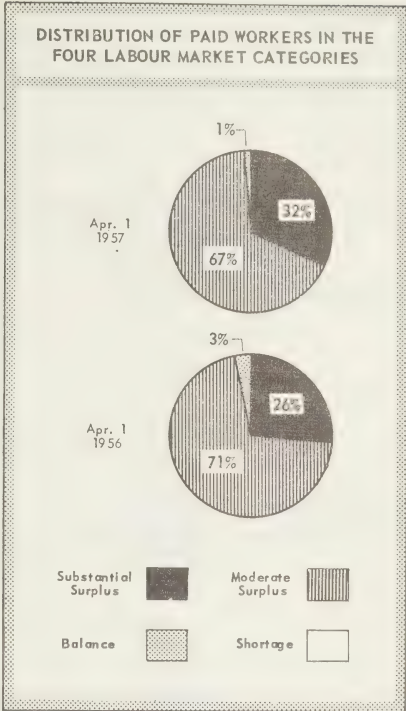
Industry	Indexes		Per Cent Increase	
	1955	1956	1955/ 1956	1954/ 1955
Logging, British Columbia, coastal.....	143.7	151.2	5.2	3.5
Mining.....	134.9	142.4	5.6	1.7
Slaughtering and meat packing.....	144.2	151.2	4.9	4.1
Dairy products.....	138.1	143.7	4.1	4.1
Rubber products.....	139.6	145.0	3.9	1.1
Cotton yarn and broad woven goods.....	131.5	138.6	5.4	1.5
Pulp and paper.....	153.6	165.2	7.6	4.6
Primary iron and steel.....	148.9	165.3	11.0	6.3
Motor vehicles.....	134.1	142.7	6.4	3.2
Shipbuilding and repairing.....	144.6	148.0	2.4	3.2
Construction (building and structures only)	145.4	150.7	3.6	3.9
Steam railways.....	137.8	146.3	6.2	0.0
Urban and suburban transportation systems	143.5	153.3	6.8	2.4
Electric light and power.....	158.1	169.7	7.3	5.6

# Manpower Situation in Local Areas

THE transition from winter to spring activities was in progress in most parts of the country during March but, as usual, changes in the level of local unemployment were very small. Labour market classifications changed in only nine areas, the same number as a year before. Five were reclassifications from the substantial to the moderate surplus category; the remaining four were changes in the other direction, from the moderate to the substantial surplus category. At April 1, the area classification was as follows (last year's figures in brackets): in balance, 3 (5); in moderate surplus, 50 (56); in substantial surplus, 56 (48).

During March, unemployment increased substantially in some areas as forestry, food canning and tobacco processing showed further slackening. Employment conditions improved in a greater number of areas, however, as job opportunities increased in construction, agriculture and other types of outdoor work.

Year-to-year increases in unemployment were concentrated in the Ontario and Pacific regions. In each of these regions, four more areas were in the substantial surplus category this year than last. Reflecting the larger labour supplies this year, 32 per cent of all paid workers were in areas of substantial surplus at April 1, compared with 26 per cent a year earlier.



Labour Market Areas	Labour Surplus*				Approximate Balance*		Labour Shortage*	
	1		2		3		4	
	Apr. 1 1957	Apr. 1 1956	Apr. 1 1957	Apr. 1 1956	Apr. 1 1957	Apr. 1 1956	Apr. 1 1957	Apr. 1 1956
Metropolitan	4	3	7	8	—	—	—	—
Major Industrial	13	12	14	14	—	1	—	—
Major Agricultural	5	3	8	11	1	—	—	—
Minor	34	30	21	23	2	4	—	—
Total	56	48	50	56	3	5	—	—

\*See inside back cover February Labour Gazette.

# CLASSIFICATION OF LABOUR MARKET AREAS

April 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec - Lévis St. John's Vancouver - New Westminster Windsor	Calgary Edmonton Hamilton Montreal Ottawa - Hull Toronto Winnipeg		
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 50 per cent or more in non-agricultural activity)	Corner Brook Cornwall Fort William - Port Arthur Joliette Lac St. Jean Moncton New Glasgow PETERBOROUGH ← ROUYN - VAL D'OR ← Sherbrooke Shawinigan Falls Sydney Trois-Rivières	→ BRANTFORD → FARNHAM - GRANBY Guelph Haltwh Kingston Kitchener London Niagara Peninsula Oshawa Saint John → SARNIA Sudbury Timmins - Kirkland Lake Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown ← CHATHAM Rivière du Loup Thetford - Megantic - St. Georges Yorkton	Brandon Lethbridge Moose Jaw North Battleford Prince Albert Red Deer Regina Saskatoon	Barrie	
MINOR AREAS (labour force 10,000 - 25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Dauphin Drummondville Edmundston Gaspé Grand Falls Kamloops Kentville Montmagny Newcastle Okanagan Valley Owen Sound Portage la Prairie Prince George Quebec North Shore Rimouski SIMCOE ← Sorel Ste. Agathe - St. Jérôme St. Hyacinthe St. Stephen Summerside Trail - Nelson Truro Valleyfield Victoriaville Woodstock, N.B. Yarmouth	Belleville - Trenton Brampton Cranbrook Dawson Creek Dumfries Fredericton Goderich → LACHUTE - STE. THERÈSE Lindsay Listowel Medicine Hat North Bay Pembroke → PRINCE RUPERT Sault Ste. Marie St. Jean Stratford Swift Current Walkerton Woodstock - Ingersoll Weyburn	Galt St. Thomas	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC

EMPLOYMENT in the Atlantic region increased slightly during March from the winter low point, which was reached in early February. At March 16, persons with jobs were estimated at 473,000, an increase of 3,000 from the previous month and of 15,000 from the previous year. Despite the sizable year-to-year employment gain, unemployment remained higher than a year before owing to a rapid expansion of the labour force during the past year. Farming activities accounted for most of the increase in employment during March, though construction showed some improvement towards the end of the month.

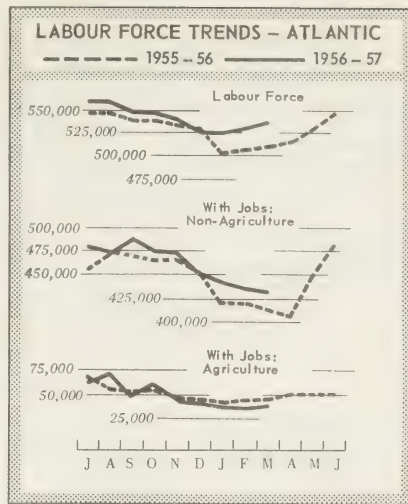
Activity along the Saint John waterfront also increased during the month, reaching a higher level than a year before. Logging employment, on the other hand, continued to decline, reaching an unusually low level for the season. In general, outdoor activities continued to be seasonally slack because of restricted trucking during the spring thaw.

During the past few months the economic situation in the Atlantic region has been characterized by substantial unemployment. For the most part, layoffs during this period stemmed from the usual seasonal curtailment of outdoor activities. This region is largely dependent on the primary industries, in which employment patterns are heavily influenced by changing climatic conditions. Moreover, the seasonal lull in these industries is of longer duration in this region than in others. As a result, unemployment during the winter months is usually much greater than in other parts of the country. In addition, the data indicate that for the past several years the Atlantic region has had larger unused labour supplies throughout the rest of the year than the other four regions. At mid-March this year, persons without jobs and seeking work amounted to about 12 per cent of the labour force in the Atlantic region compared with 6 per cent for all Canada. A similar comparison for August last year, when economic activity was at a peak, showed 3.0 and 1.8 per cent for the Atlantic region and Canada respectively.

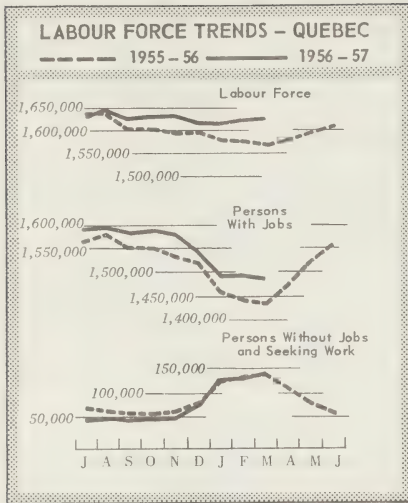
None of the 21 areas in the region was reclassified during the month. At April 1, the area classification was as follows (last year's figures in brackets): in moderate surplus, 3 (2); in substantial surplus, 18 (19).

### Local Area Developments

**St. John's (metropolitan).** Remained in Group 1. Employment and unemployment levels changed very little in this area during March. Construction workers accounted for about half of the male job registrations listed at the NES office at the end of the month. Registrations of loggers also continued to be heavy, though a considerable number of vacancies existed at various camps in Newfoundland.



## QUEBEC



EMPLOYMENT declined very moderately in the Quebec region during March — less than is usual for this month; the number of unemployed workers; however, increased considerably, partly as a result of the continued growth in the labour force. At March 16, persons with jobs numbered 1,490,000, down slightly from a month earlier but 57,000 more than a year before. This increase was almost entirely in non-agricultural industries. Persons without jobs and seeking work increased during the month from 128,000 to 139,000.

Unemployment rose as layoffs continued in several industries. A

year-to-year employment decline in the logging industry was related to the greater-than-usual volume of summer cutting last year which, combined with the fall cut, increased log inventories considerably. The number of construction workers registered with the NES rose 1,000 over the month; this increase was wholly among unskilled workers. It was evident, however, that job registrations in this occupational group had reached their peak. Unemployment in the transportation and service occupations was higher than a year earlier but in textile, transportation equipment, electrical and metal-working occupations, employed showed an improvement over the year.

Three of the 24 labour market areas in the region were reclassified during the month, two from the substantial to the moderate surplus category and one from the moderate to the substantial surplus category. At April 1, the areas were classified as follows (last year's figures in brackets): in moderate surplus, 4 (5); in substantial surplus, 20 (19).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 2. The number of persons registered for work with the NES fell more during the month than during March 1956, largely as a result of a pick-up in construction and in secondary textiles. Registrations in the transportation and service occupations increased seasonally. However, unemployment as a whole was lower than last year.

**Quebec-Lévis** (metropolitan). Remained in Group 1. The employment situation deteriorated slightly during the month; the number of workers registered with the NES was higher by nearly 1,500, of whom fully two-thirds were in forestry occupations. Seasonal declines in employment occurred also among the construction, transportation and service fields. Although some workers were on short time, textile plants were active and shortages of qualified seamstresses were reported.

**Farnham - Granby** (major industrial). Reclassified from Group 1 to Group 2. Unemployment dropped well below the level of March 1956. Registrations were slightly lower among secondary textile workers. Activity in construction began earlier than usual in the month.

**Rouyn - Val D'Or** (major industrial). Reclassified from Group 2 to Group 1. Registrations rose by more than 1,500 and were 1,000 higher than last year. Loggers and bushmen accounted for a considerable proportion of the increase, woods operations having come to an end.

**Lachute - Ste. Thérèse** (minor agricultural). Reclassified from Group 1 to Group 2. Registrations decreased by some 10 per cent during the month, as employment in construction and wood products rose.

ONTARIO

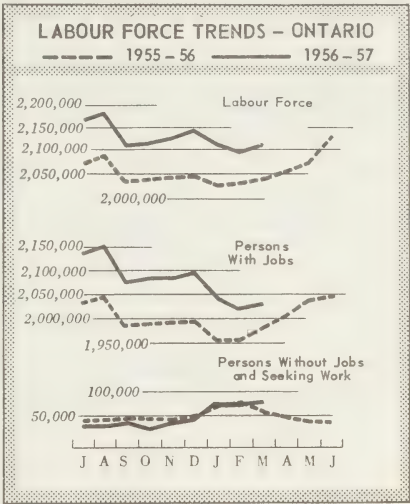
EMPLOYMENT in the Ontario region showed a slight improvement between mid-February and mid-March. Persons with jobs at March 16 were estimated at 2,034,000, an increase of some 11,000 over the month before and of about 51,000 from the previous year. Non-farm employment accounted for the entire increase. Unemployment remained virtually unchanged.

Apart from industrial construction, where many local building projects have resulted in noticeable over-all improvement, no single industry showed marked employment changes from the previous month. The automobile industry at Windsor showed signs of stabilizing, although further small layoffs occurred during the month; automobile plants at Oakville and Oshawa resumed full production. The situation in primary textile manufacturing continued to improve, while secondary textiles showed some slackening on completion of spring orders. Employment in heavy manufacturing remained generally firm. There was a seasonal reduction of activity in the logging and lumbering industries owing to unfavourable hauling conditions.

Five areas were reclassified during the month, two from the substantial to the moderate surplus category and three from the moderate to the substantial surplus category. At April 1, the 34 areas in the region were classified as follows (last year's figures in brackets): in balance, 3 (5); in moderate surplus, 24 (26); in substantial surplus, 7 (3).

Local Area Developments

**Hamilton** (metropolitan). Remained in Group 2. Unemployment declined markedly for the first time since November 1956. Iron and steel production continued at a high level. In the electrical apparatus industry, only the production of household appliances remained slack.



**Ottawa-Hull** (metropolitan). Remained in Group 2. Employment conditions improved considerably in Ottawa in the second half of March and the demand for skilled and unskilled construction workers increased. In Hull, unemployment increased slightly, largely because of the seasonal decline in logging and meat packing.

**Toronto** (metropolitan). Remained in Group 2. Unemployment decreased slightly as a result of an increase in non-residential construction. Little change occurred in manufacturing as a whole. Shortages of technicians, machine operators and qualified clerical workers continued.

**Windsor** (metropolitan). Remained in Group 1. There was some drop in unemployment, although sporadic layoffs continued in two of the three automobile plants. Industrial construction showed signs of picking up.

**Brantford** (major industrial). Reclassified from Group 1 to Group 2. Agriculture and construction showed signs of renewed activity. Production of heavy pulpmill and earth-moving machinery and heavy electrical equipment continued at a high level.

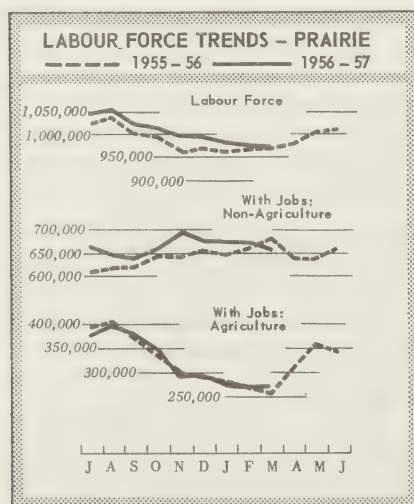
**Peterborough** (major industrial). Reclassified from Group 2 to Group 1. A slight decline in employment in mining and textiles was offset in the latter part of the month by improvement in other occupations.

**Sarnia** (major industrial). Reclassified from Group 1 to Group 2. The end of the labour dispute at the Polymer Corporation resulted in a general improvement in the employment situation.

**Chatham** (major agricultural). Reclassified from Group 2 to Group 1. Completion of the processing of last year's tobacco crop and a seasonal decline of activity in canning and food processing were responsible for the drop in employment.

**Simcoe** (minor). Reclassified from Group 2 to Group 1.

## PRAIRIE



THE employment situation in the Prairie region showed little overall change during March as seasonal increases in activity in agriculture and construction were offset by employment contractions in other industries. At mid-month, persons with jobs were estimated at 930,000 compared with 935,000 a month before. Employment continued at a slightly higher level than a year earlier, manufacturing and the trade and service industries showing the principal gains. Activities associated with road transportation were curtailed during the month as traffic restrictions were imposed on the rural roads because of the spring

breakup; trucking, sawmilling, oil drilling, prospecting and exploration shared in the decline.

None of the 20 areas in the region was reclassified during the month. At April 1, the area classification was also the same as a year before: in moderate surplus, 16; in substantial surplus, 4.

### Local Area Developments

**Calgary** (metropolitan). Remained in Group 2. Seasonal employment expansion in construction and agriculture caused a slight reduction in unemployment. Aside from small layoffs in packing plants, manufacturing employment changed little during the month. On the whole, employment was considerably higher than last year, important gains being recorded in all major industry groups. At the end of the month, labour supplies generally were plentiful but there were indications that shortages were developing in a considerable number of occupations.

**Edmonton** (metropolitan). Remained in Group 2. The employment situation changed very little during March. Pulpcutting and hauling continued brisk in the Hinton area, where more than 1,200 workers were engaged in cutting operations for the new mill and more than 100 trucks were hauling pulpwood. All major industries in the Edmonton area recorded year-to-year increases in employment. Total industrial employment was about 10 per cent higher than a year before.

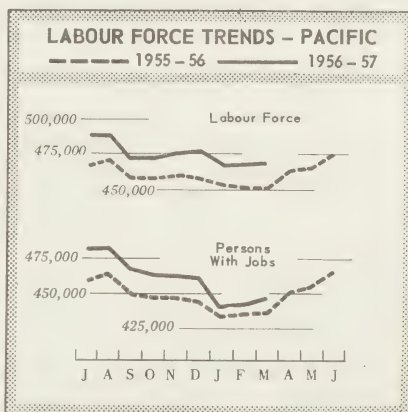
**Winnipeg** (metropolitan). Remained in Group 2. A seasonal lull continued in construction and agriculture. Manufacturing recorded some improvement during the month despite a number of small scattered layoffs in some sectors. Demands for sales clerks increased following a seasonal pickup in the volume of wholesale and retail sales.

**Fort William-Port Arthur** (major industrial). Remained in Group 1. Unemployment continued to increase following a further decline in forestry activity. In addition, layoffs occurred in storage and transportation owing to a sharp drop in grain shipments.

## PACIFIC

EMPLOYMENT in the Pacific region showed further improvement during March as industrial activity increased seasonally. Persons with jobs rose to 446,000 by March 16, a figure 5,000 higher than at mid-February and 10,000 higher than a year earlier. Registrations for employment at NES offices continued to decrease more sharply than in 1956 but the total at the end of March still exceeded last year's figure at that date.

The dominant feature of the employment situation in this region was the pronounced slump in lum-



bering that has resulted from the sharp drop in exports to the United Kingdom and the gradual easing in the domestic market. The latest employment index for logging (av. 1949=100) dropped to 52.8 at February 1 from 63.7 a year before. Similarly the employment index for saw and planing mills declined from 119.9 to 108.2. During the month several additional logging camps re-opened after the winter shutdown. Rehiring, however, was proceeding more slowly than usual and substantial surpluses of loggers and sawmill workers existed in most areas.

The tempo of activity in the construction industry increased during March and resulted in a moderate demand for carpenters. However, in most areas, nearly all types of construction workers were in substantial surplus. The construction industry had a record year in 1956 and expects an even better one in 1957, although a major decline is forecast for the housing sector.

Employment in manufacturing remained fairly constant. In mining, the demand for experienced workers was light but steady. Reduction in ocean shipments of lumber resulted in reduced employment of stevedores. Movements of grain and general cargoes have been maintained at fair levels at lower mainland ports.

During the month one area was reclassified from the substantial to the moderate labour surplus category. At April 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in moderate surplus, 3 (7); in substantial surplus, 7 (3).

#### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 1. Labour demand increased moderately. Lumbering generally was below normal, with surplus labour of most types. The metal trades were more active, especially in steel fabrication. Recruitment of construction workers for Kitimat was resumed. Hiring in most other industries rose seasonally. Activity in the construction industry increased slowly and a good year is expected in the industrial and commercial branches of the industry.

**Victoria** (major industrial). Remained in Group 2. Favourable weather stimulated activity in logging, lumbering, construction and related industries, resulting in the recall of loggers, truck drivers and carpenters. Owing to reduced lumbering activity, however, unemployment in the area was still greater than at this time last year.

**Prince Rupert** (minor). Reclassified from Group 1 to Group 2.

Average Annual Percentage Changes in the Labour Force,  
Canada and the United States

	1953-1954		1954-1955		1955-1956	
	Canada	U.S.	Canada	U.S.	Canada	U.S.
Civilian Labour Force.....	+ 0.8	+ 1.0	+2.4	+ 2.1	+ 2.7	+2.6
Persons with Jobs .....	- 1.0	- 1.6	+2.6	+ 3.2	+ 3.8	+2.8
Agriculture.....	+ 1.7	- 0.9	-6.3	+ 3.5	- 5.6	-2.2
Non-Agriculture.....	- 1.5	- 1.6	+4.4	+ 3.2	+ 5.5	+3.4
Seeking Work.....	+69.4	+101.6	-0.9	-17.1	-22.2	-4.7

Source: *Canada, Labour Force Survey, DBS; United States, Current Population Reports, U.S. Bureau of the Census.*

# NOTES OF CURRENT INTEREST

## **Canada, France Agree To Exchange Trainees**

A plan to help Canadian and French workers acquire occupational skills and techniques not ordinarily available in their own countries was announced last month by J. G. Bisson, Chief Commissioner of the Unemployment Insurance Commission. The plan puts into effect an agreement between the governments of France and Canada for the admission of a limited number of trainees to undertake on-the-job training in their chosen fields.

In the year ending October 3, 1957, each country will admit 25 trainees; in 1958, 50; in 1959, 75; in 1960, and each year after that, 100 trainees.

### **NES Is Co-ordinator**

The National Employment Service of the Unemployment Insurance Commission will act as the co-ordinating agency to deal with applications from Canadians for training in France and for the placement of French trainees in Canada. The plan is open to Canadian citizens, male or female, who are not over 30 years of age; in exceptional cases, the age limit may not apply.

Training may be taken in either manual or intellectual work in the industrial, commercial, agricultural or professional fields. Examples of the type of Canadian employee who might be able to benefit from such a plan are those engaged in the silk industry, glove industry, perfume manufacturing, and wine manufacturing.

Neither government has made provision for financial assistance to trainees for transportation or other costs involved. The agreement provides only for facilitating the admission of trainees to the host country and for permission to work there. Permits to work will be granted for one year, although, on an individual basis, these may be extended for an additional six months. When the training period is over, trainees may not remain at work in the host country unless authorization is granted.

Canadian trainees interested in the plan may obtain application forms at their National Employment Office, where complete information is available. Employers interested in hiring a trainee from France for the stated period may also obtain full details from the National Employment Office.

## **32½-Hour Week Provided For CBRE Office Staffs**

A five-day week of 32½ hours, with time-and-a-half for overtime and double time for Sundays and holidays, is established by the first master agreement negotiated between the Canadian Brotherhood of Railway Employees and Other Transport Workers, as the employer, and the Office Employees' International Union, representing the employees.

The contract, which was signed last month, also provides for salary increases of \$15 to \$40 a month, retroactive to December 1, 1956; two weeks' vacation for employees with 10 months to five years of service; three weeks for those with from five to 20 years' service, and four weeks' holiday after 20 years or more of service. The employer union will pay the cost of hospital and medical insurance to a maximum of \$4.25 a month per employee.

Examples of the new rates, which cover 25 CBRE employees in Ottawa, Montreal, Toronto and Winnipeg, include: clerk or stenographer, \$245-\$275; secretary, \$270-\$300; and assistant accountant, \$310-\$340. The maximum in each classification is reached in 18 months, with semi-annual increases.

## **High Bids Threaten Delay On St. Lawrence Project**

A threat of serious delay in the construction of the St. Lawrence Seaway and Power Project developed last month when the lowest bids for the dredging of the south channel of the Seaway south of Cornwall Island were found to be \$14,000,000 higher than the \$18,000,000 estimated by the engineers as the cost of the job.

This project, described as the biggest single one on the Seaway, is the responsibility of the St. Lawrence Seaway Development Corporation, the U.S. agency.

Several possibilities being considered include turning over the job to Ontario Hydro, or the use of equipment belonging to the U.S. Corps of Engineers. If Ontario Hydro did the work it is stated that the use of Canadian equipment and labour would cut the cost by as much as one-half. Private Canadian concerns appear to be disinclined to undertake the work.

## **Urges Canada to Expand Apprenticeship System**

Canada could ease its shortage of skilled labour if it expanded the apprenticeship system to correspond with industrial growth, Elroy Robson, Vice-president of the Canadian Brotherhood of Railway Employees and Other Transport Workers, said last month at a panel discussion on the skilled labour shortage sponsored by the Montreal Board of Trade.

He spoke of the unfortunate resistance to an increase in the number of technical schools. This he attributed to the working of the present system, which keeps a youth in training for several years without helping him to earn much more than an unskilled worker when he has finished his training.

An expansion in the number of technical schools, an increase in the ratio of apprentices to journeymen, and encouragement to skilled workers to immigrate to Canada were offered as solutions of the difficulty by B. M. MacGregor, head of the industrial relations division of Du Pont Company of Canada. He attributed the dilemma to the rapid strides recently made by industry, which have far outstripped the supply of skilled labour.

J. K. Bradford, Director of Placement at the University of Toronto, said that the real shortage was of outstanding specialists; and he suggested more help from labour and management to aid the universities in training such persons.

Private enterprise should intensify its search for skilled labour as a means of relieving the shortage, a fourth panel member, W. D. Shuttleworth, Employment Manager of Canadair Ltd., suggested.

## **B.C. Planning to Expand Apprenticeship Training**

An expanded program of apprenticeship training by which the British Columbia Government hopes to raise the number of apprentices under training in the construction industry in the province to 5,000—double the present number—was recently described by Hon. Lyle Wicks, provincial Minister of Labour.

The program involves the expenditure of \$385,000 this year, the expansion of the Nanaimo Vocational School, and the building of new vocational schools—one in Prince George and one in the Lower Mainland region. The proposed expenditure entails an increase of \$313,000 over that of last year, and represents a fourfold increase. This sum, which will be spent on pre-apprenticeship training facilities,

staff and equipment, will be matched by federal grants, the Minister said. The new program will place greater emphasis on pre-apprenticeship training.

Industry, Labour and government will combine their forces in a program of selection, training and placement of apprentices, Mr. Wicks explained. The selection of youths for the vocational schools will be made by advisory committees, which it is proposed to set up in each trade.

The Minister said that apprenticeship training should be available to all youths, no matter where they live in the province. Inability to pay, he added, should be no obstacle. Where dormitory facilities are available they will be provided free; and on the Lower Mainland, where board will not be supplied, a subsistence allowance will be given.

## **Publish Second Bulletin In Apprenticeship Series**

The second bulletin of a new series on apprenticeship training in Canada was published by the Department last month.

Entitled, "A Modern Concept of Apprenticeship," it tells the story of the provincial apprenticeship program in Alberta. The first bulletin of the series, published a few months ago (L.G., Feb., p. 132), was entitled "The Quebec Answer to the Problem of Apprenticeship".

The Alberta program is similar to those in the other English-speaking provinces, and these first two bulletins give a fairly comprehensive story of the types of apprentice training being developed on a co-operative basis by industry, as represented by employers and unions, and by government, as represented by provincial Departments of Labour and Education.

## **Ontario Plans Three New Technological Institutes**

Three new technological institutes, comparable to the Ryerson Institute of Technology, will be opened in Ontario during the present year, Ontario Minister of Education William J. Dunlop announced recently. They will be in Hamilton, Windsor, and Ottawa.

The institute in Hamilton is now under way, Dr. Dunlop said, and those in Windsor and Ottawa will be opened next September. The Minister made the announcement while he was defending the Government against an accusation that it had failed to meet the gap in facilities for trade and technical training.

## **CLC Now Making Survey Of Automation's Effects**

The Canadian Labour Congress has launched an industry-wide survey of the effects of automation, which is to be completed in time for the first meeting of the CLC General Board, to be held in Montreal May 1-3.

At the latest meeting of the CLC Executive Council, reports were received from regional vice-presidents of a number of instances in which automation is affecting employment. While the trend is towards reduced employment in a number of industries, it was recognized by the Council that employment opportunities are increasing in other industries and the survey will attempt to gather a complete picture.

## **Prior Consultation Avoids Unrest from Automation**

Labour-management experts agree that much labour trouble can be avoided if management consults its employees before installing automatic machinery, according to an article, "Automation In New York State," published in the *Industrial Bulletin* of the New York State Department of Labor for February 1957.

An instance is given of a case in which a large organization decided to install automatic machines in its accounting department. Rumours of the change caused serious concern among the office employees. The union made representations, with the result that union and management sat down to discuss the impending changes.

After a series of meetings an agreement was worked out which included: a recruitment drive among the employees to obtain volunteers who would take training in operating the new machines; recruitment salaries were to be established at high levels to encourage employees to come forward; during the recruiting campaign no one would be hired from outside until it had been ascertained that a regular employee could not be retrained for the job; the employer agreed to do his best to provide comparable jobs within the organization for those whose positions were being abolished.

In this case, the article says, "because management and labour met before actual installations and because intelligent action was taken in time, no one has been downgraded or fired because of the IBM machines."

As an instance of the way in which automation may lead to an actual increase in employment, the article reported that in New York State, employment in the

computing and related machines industry rose from 12,600 to 20,100 between 1947 and 1954.

The article points out that difficulties arising from automation are more easily overcome in an expanding firm or industry than in one that is stationary. "However, experience shows that even in non-expanding firms they can be solved if foresight is demonstrated," it adds.

Although the transition stage in the introduction of automatic machinery is often difficult, with "fear of layoffs, downgrading and loss of seniority...not less real for being imagined", when the change is once made "workers, on the whole, have been eager to get on automated jobs."

## **Definition of Automation Has Three Components**

Three developments which together broadly embrace the essentials of automation have been described by Professors George B. Baldwin and George D. Shultz of the Massachusetts Institute of Technology. *Industrial Bulletin* for February 1957, official news magazine of the New York State Department of Labor, reprints their "definition" of automation:

"1. The linking together of conventionally separate manufacturing operations into lines of continuous production through which the product moves 'untouched by human hands.' This first development, which depends primarily on mechanical engineering for its adoption, we shall refer to simply as 'integration,' a term already in wide use in the metal working industry, in which it got its start. 'Continuous automatic production' is another and perhaps more descriptive term being used.

"2. The use of 'feedback' control devices or servo-mechanisms which allow individual operations to be performed without any necessity for human control. With feedback, there is always some built-in automatic device for comparing the way in which the work is actually being done with the way in which it is supposed to be done and for then making, automatically, any adjustments in the work-process that may be necessary... It is dependent primarily not on mechanical but on electrical engineering knowledge and techniques.

"3. The development of general and special purpose computing machines capable of recording and storing information (usually in the form of numbers) and of performing both simple and complex mathematical operations on such information."

## **January Housing Starts Down from Year Earlier**

Fewer new residential units were started in January than in the same month of 1956, the Dominion Bureau of Statistics reports.

Starts totalled 1,710, down sharply from 4,183 in January 1956, but completions, at 10,249, were greater than last year's 9,482. Units in various stages of construction at January 31 numbered 60,283, substantially below the year-earlier total of 72,995.

In the United States, the number of new dwelling units started in January increased slightly over December to a total of 65,000 units. This figure, however, was 13 per cent below the volume of January last year.

## **Publish Safety Code for Punch Press Guarding**

Recommended standards of safety at the point of operation of punch presses were recently published by the Canadian Standards Association in a *Code for the Guarding of Punch Presses at Point of Operation* (Z142-1957).

The Code, which was prepared at the request of the Canadian Association of Administrators of Labour Legislation (L.G. 1955, p. 568), is recommended for the use of manufacturers, distributors and users of punch presses, and government authorities and others interested in the prevention of accidents on punch presses.

All power presses, foot presses, hand presses, air and hydraulic presses, which are defined in the Code as machines fitted with rams (plungers) and dies for the purpose of blanking, trimming, drawing, punching or stamping material, are covered by the Code.

It does not apply, however, to bulldozers, hot-metal presses, injection moulding machines, hammers, presses or brakes when used in braking operations only, power screw or fitting presses, or hand-operated arbor presses which are either covered by other codes or require special treatment.

The Code sets forth general safety requirements with respect to the design, construction and installation of guarding devices, means of disconnecting power from the press or from the pulley on the press, switches and other electrical apparatus, and feeding mechanisms. It is specified that one or more means of safeguarding the press at the point of operation should be provided and used on every power press, depending on the method of feeding used—

automatic, semi-automatic or manual—and the safeguarding requirements for each method are set out in Table I.

Other sections of the Code deal with specifications for the design and construction of the types of guards used in various press operations, and set forth additional requirements for the guarding of positive-type clutch presses, air and hydraulic presses, and foot and hand presses. A number of illustrations of various types of guards that conform to good practice and meet the requirements specified in the Code are included in an appendix.

Copies of this CSA standard may be obtained from the General Manager, Canadian Standards Association, 235 Montreal Road, Ottawa. The price is \$1.25.

## **Office Worker Segment Of Labour Force Grows**

A continuing increase in the proportion of office workers in relation to the total of all workers employed is noted as the most significant trend in connection with clerical work, in an article entitled "Compensation of Office Workers in 1956" published in *Office Equipment News* for March 1957.

Canadian census figures from the beginning of the century up to 1951 show a change from about one office worker for every 50 others to about one for every 10, the article says. According to the U.S. *Monthly Labor Review* of April 1956, the writer continues, there has been a similar trend in the United States.

Quoting Dominion Bureau of Statistics figures, the article says that "the proportion of employees classified as salaried staff increased from 18.5 per cent in 1950 to 22.2 per cent in 1954". This is one salaried person for less than five others, and although not all salaried people are office workers it is pointed out that most are.

The latest information, obtained from the National Office Management Association's 1956 annual survey, shows that nearly 1,250,000 employees out of a total of nearly 4,000,000 in more than 6,000 U.S. and Canadian companies were office employees—one out of a little more than three. Among Canadian companies in the survey, the proportion was about one to four and a half, though the article points out that the Canadian sample was hardly large enough for valid comparison with that of the U.S.

As regards salaries of office workers, the article, quoting Department of Labour figures, points out that the increases within a range of \$1 to \$4 a week during 1955 only slightly anticipated a more than equivalent increase in the cost of living.

The rise in salaries was matched by a similar trend in fringe benefits. These included: three weeks' paid vacation for 10 per cent of all office workers after 10 years' service, compared with 5 per cent a year earlier; at April 1956, 63 per cent of office workers had a work week of 37½ hours, compared with 60 per cent in 1955 and 50 per cent in 1953; pension plans for 78 per cent of Canadian office employees, compared with less than 65 per cent in 1953; range of benefits in group hospital and medical insurance plans increased during 1956; group life insurance plans were provided for some 90 per cent of office workers in 1956, against 87 per cent in 1954.

### **Earnings Increase**

The article quotes Department of Labour statistics to show that during the 15 years between 1939 and 1954 the earnings of office employees increased 163 per cent compared with 233 per cent for operatives. During this period the consumer price index increased 93 per cent.

Notwithstanding the way in which gains in the remuneration of wage earners have outstripped those of clerical workers, unionization has made comparatively little progress in offices, the article points out. Although some observers had looked for a strenuous campaign by the Office Employees' International Union in 1956, the year had produced no striking developments, and members of the Office and Professional Workers Union were still counted only in the hundreds.

### **Merger of Paper Unions Unites 130,000 Members**

The first merger of rival unions since the AFL and the CIO united late in 1955 took place last month when the 75,000-member International Brotherhood of Papermakers (formerly AFL) and the 55,000-member United Paper Workers (formerly CIO) voted for union at conventions held simultaneously in Chicago. The new organization will be known as the United Papermakers and Paperworkers. Its first president is Paul Phillips, former IBPM president.

Although the delegates voted overwhelmingly for the merger there was some strong opposition to it in the IBPM, mainly from Canadian delegates. J. Arthur D'Aoust, Vice-president and Canadian Director of the IBPM, threatened to resign if the merger were approved. He said that it would upset jurisdiction agreements the union had with the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Canadian delegates from locals across Canada affiliated with the newly merged union will meet in Toronto in October to form a Canadian papermakers' council. The decision to form the council was announced by local representatives who attended the merger convention. The purpose of the October meeting will be to strengthen the solidarity of Canadian unions and to seek solutions for common difficulties.

The delegates refused to comment on reports that the Canadian locals would break away from the UPP and form their own union.

At the convention the two Canadian vice-presidents, J. A. D'Aoust of Ottawa and J. J. Arseneault of Thorold, were retained.

### **Nine More Local Councils Granted CLC Charters**

Nine more local labour councils have received Canadian Labour Congress charters. Five were formed through mergers of former TLC and CCL councils, three through the amending of council constitutions to permit admission of locals previously affiliated with the erstwhile rival congress, and one was formerly independent.

The new CLC councils are:

The Lakehead Labour Council, uniting the Lakehead and District Trades and Labour Council and the Thunder Bay and District Labour Council.

The Kitchener-Waterloo and District Labour Council, merging the Kitchener (Twin City) Trades and Labour Council and the Twin Cities Labour Council.

The Victoria Labour Council, a union of the Victoria Trades and Labour Council and the Victoria Labour Council.

The Belleville and District Labour Council, embracing the Belleville Trades and Labour Council and the Bay of Quinte and District Labour Council.

The London Labour Council, an amalgamation of the London and District Trades and Labour Council and the London Labour Council.

The Picot County Labour Council, a former CCL affiliate that now includes former TLC locals.

The Brockville and District Labour Council, formerly the Brockville and District Trades and Labour Council, which now includes former CCL affiliates.

The Sudbury and District Labour Council, originally a TLC organization, which now includes former CCL locals.

The Cobourg and District Labour Council, formerly the Allied Labour Council, independent.

## **Labour Bills Introduced In Provincial Legislatures**

At the end of March, the legislatures of nine provinces were still in session, the Quebec Legislature having prorogued.

The most extensive program of labour legislation is in Manitoba. The Select Standing Committee on Industrial Relations, which has been examining all phases of industrial relations and legislation affecting them, recommended to the Legislature that it enact an Employment Standards Act that would codify and amend the present legislation respecting standards and conditions of employment, including minimum wages, hours, weekly rest, safety of employees and fair wages on government contracts. The Minister of Labour has introduced a bill in accordance with these recommendations.

### **Minimum Standards**

In the field of minimum standards, also, amendments are being made in Saskatchewan and Ontario. In Saskatchewan, a number of minor amendments to the legislation dealing with vacations with pay, minimum wages and hours of work are before the Legislature, and a new wages recovery act has been introduced.

The industrial standards Acts in both Saskatchewan and Ontario are also being amended.

In the field of labour relations, the Minister of Labour in Manitoba has introduced extensive procedural and administrative amendments to the Labour Relations Act, which were also recommended to the Legislature by the Select Standing Committee on Industrial Relations.

In the Ontario Legislature, too, a number of changes are being made in the Labour Relations Act, chiefly to facilitate the work of the Labour Relations Board in handling various types of cases and to clarify the wording of the Act.

A government bill was also introduced in Nova Scotia to amend the Trade Union Act to authorize the Labour Relations Board to state a case in writing to the Supreme Court on any question that, in the opinion of the Board, is a question of law.

### **Industrial Safety**

In a number of provinces important measures have been introduced dealing with industrial safety. In Ontario, the Department of Labour Act is being amended to authorize the making of regulations for the protection of the health and safety of persons from the effects of ionizing radiation in industry and commerce. A number of amendments are also being made to the

Factory, Shop and Office Building Act, chief of which will require that plans of shops, bakeshops, restaurants or office buildings which have an area of more than 5,000 square feet in any storey but are not more than two storeys high be submitted for approval to the Department of Labour.

Amendments are being made to the boilers and pressure vessels legislation of British Columbia and Manitoba and to the legislation providing for the qualification and certification of engineers in Manitoba, New Brunswick and Ontario.

The whole of the mining safety section of the Ontario Mining Act is being replaced.

In Alberta, a small amendment to the Gas Protection Act will bring equipment in trailers, vehicles and mobile buildings within the scope of the Act. The Elevator and Hoist Act of Manitoba is being amended regarding the power to grant exemptions under the Act, and an amendment to the Nova Scotia Elevators and Lifts Act passed in 1956 will bring the Act into force on January 1, 1958.

With respect to workmen's compensation laws, a government bill to raise the monthly payments to children living with a parent and to orphan children under the Saskatchewan Accident Fund Act has been introduced, and in British Columbia the Government has brought in a bill respecting compensation for blind workmen.

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## **Picard Will Step Down As CCCL Head Next Year**

Gérard Picard, General President of the Canadian and Catholic Confederation of Labour since 1946, has announced that he will stand for re-election at this year's convention in September but will not be a candidate at the 1958 convention. Mr. Picard was CCCL General Secretary from 1934 until elected to the presidency.

Another prominent labour personality in Quebec, Miss Huguette Plamondon, has been re-elected President of the Montreal Labour Council for her third successive term. She is a Vice-president of the Canadian Labour Congress and an international representative of the United Packinghouse Workers.

In the United States, four officials of the International Brotherhood of Teamsters have been indicted on charges of contempt of Congress. They are: Frank W. Brewster, Chairman of the union's Western Conference; Einar O. Mohn, a Vice-president of the Brotherhood; Nugent La Poma, Secretary-Treasurer of a Seattle local; and Harry Reiss, administrator of a local's welfare fund. The charges resulted from the

four men's refusal to answer questions before a Congress sub-committee.

Another Teamsters official, James R. Hoffa, a Vice-president of the union and Chairman of the Central Conference, was arrested last month on a charge of bribery.

Also in the United States, Morris Weisberger, New York Port Agent for the Sailors Union of the Pacific, was elected Secretary-Treasurer of the Union to succeed the late Harry Lundeborg, who died January 28. The secretary-treasurer's post is the top job in the union, which has never had a president. Mr. Lundeborg was also President of the Seafarers' International Union and since his death, Vice-president Paul Hall is serving as interim president of the SIU.

The AFL-CIO Industrial Union Department announced last month the election of a 12th Vice-president, Louis Stulberg, Executive Vice-president of the International Ladies' Garment Workers' Union.

### **Mine, Mill Union Returns Entire Slate of Officers**

The International Union of Mine, Mill and Smelter Workers (Canada) returned its entire slate of officers at its ninth annual convention, held in Kimberley, B.C., last month.

The officers re-elected were: Nels Thibeault, Sudbury, President; Harvey Murphy, Toronto, Western Vice-president; William Kennedy, Sudbury, Eastern Vice-president; William Longridge, Uranium City, Sask., Secretary-Treasurer; Kenneth Smith, Western Board Member; and Ray Stevenson, Eastern Board Member.

Seven years of autonomy and independence have not harmed his union, said Bob Russell of District 5, United Electrical, Radio and Machine Workers, one of the speakers at the convention. The Electrical Workers' union was expelled from the CCL at about the same time as the Mine, Mill Union. Both were accused of being dominated by Communists.

### **CLC Affiliation Discussed**

Mr. Russell said that the independence of an unaffiliated union and its feeling of autonomy have an effect of fostering unity that is not found in affiliated unions. He admitted, under questioning from Mine, Mill delegates, that affiliation with the CLC has been discussed unofficially. But he asserted that the electrical union's membership was unwilling to sacrifice its autonomy, and would not accept dictation from an external body concerning its directorate.

### **U.S. Bureau Has Changed Definition of "Employed"**

Certain limited changes in the definitions of employment and unemployment will be used by the U.S. Bureau of the Census, starting with the statistics for 1957, according to a recent official announcement. Two comparatively small groups who have been classified as employed (under "with a job but not at work") will now be considered to be unemployed.

The groups involved are: persons on lay-off with definite instructions to return to work within 30 days of the date of layoff, and persons waiting to start new wage and salary jobs within the following 30 days. Most of the persons in these two groups will hereafter be classified as unemployed.

The only exception is the small sub-group in school during the survey week and waiting to start new jobs, which will now be considered as not in the labour force.

Persons waiting to open new business or start new farms within 30 days (formerly combined with those waiting to start new jobs) will continue to be classified as employed.

The combined totals of the two groups whose classification is being changed have averaged only about 200,000 to 300,000 a month in recent years. The effect of the change will vary somewhat seasonally, and may accentuate the present seasonal characteristics of unemployment. The additions to the numbers of unemployed will be larger in winter, when temporary layoffs are heavier, and in summer, because of plant shutdowns for vacations and the number of young persons out of school who are waiting to start new jobs.

Summary statistics on both the new and old basis will be published throughout this year, but detailed statistics will be on the new basis only.

### **Britain's Labour Force Totals 21.7 Million**

At May 31, 1956, Great Britain's total labour force was 21,700,000, of which 14,100,000 were males and 7,600,000 were females. All age groups are included in the figures.

Of the women employed in manufacturing industries, 351,000—11.7 per cent of the total—were working on a part-time basis (not more than 30 hours a week).

Estimates show that 80.4 per cent of the women in part-time employment worked in food, drink and tobacco concerns; 53.3 percent in shipbuilding, engineering and electrical goods; and 52.2 per cent in textiles.

## **Imports Rise One-Fifth Last Year from 1955**

Canada's merchandise imports reached a record level in 1956, rising more than one-fifth in value to \$5,710,400,000 from \$4,712,400,000 in the preceding year.

Most of the gain (18.5 per cent) was in volume, the rise in prices amounting to 2.3 per cent.

A wide range of commodities contributed heavily to the year's gain. They included industrial and construction machinery and equipment, rolling-mill products, automobiles and parts, and cotton products.

Values for the nine main commodity groups, in millions, were as follows (1955 figures in brackets): agricultural and vegetable products, \$628.8 (\$567.5); animals and animal products, \$122.2 (\$107.8); fibres, textiles and products, \$416.4 (\$381.6); wood, wood products and paper, \$228.2 (\$196.0); iron and products, \$2,236.4 (\$1,606.0); non-ferrous metals and products, \$491.5 (\$398.8); non-metallic minerals and products, \$766.0 (\$663.7); chemicals and allied products, \$288.6 (\$260.5); and miscellaneous commodities, \$532.5 (\$530.6).

## **UAW Announces Payment Of First SUB in Canada**

What the United Automobile Workers describe as the first supplementary unemployment benefit payment to be made to a UAW member in Canada recently went to Calvin Huggett, a female employee of the Autolite Company in Sarnia. She received \$19.25—in addition to \$21 in unemployment insurance. A total of 154 out of 650 Autolite workers were at the same time paid SUB during a temporary layoff.

Supplementary unemployment benefit payments were to begin in Canada on March 1, 1957, under the General Motors contract, and on August 1, 1957, under the Ford agreement.

## **1st UAW Local in Canada Marks 20th Anniversary**

Local 222 of the United Automobile Workers—the senior local of the union in Canada—celebrated its twentieth anniversary on March 2.

Leonard Woodcock, UAW Vice-president, addressed the anniversary gathering of the 11,000-member local. George Burt, Canadian UAW Director and a CLC vice-president, also spoke.

The local won recognition at the General Motors' plant in Oshawa 20 years ago.

## **Trusteeship Ended for Two Teamsters Locals**

Two Ontario locals of the International Brotherhood of Teamsters have been released from trusteeship, one after almost five years, it was announced last month. At the same time the establishment of a joint council embracing five Toronto, one Hamilton and one Pembroke local was announced.

The locals released from trusteeship of the Teamsters' Central Conference were Local 230, which covers the construction industry, and Local 647, the bread drivers' and dairymen's local. The announcement of the restoration of the locals' autonomy was made by Jack Robinson, Research Director of the Central Conference.

Local 230 was in trusteeship since shortly after it was organized in 1952.

## **Escalator Clauses Regain Popularity in U.S. Unions**

Labour in the United States no longer frowns on the automatic cost-of-living wage escalator clauses that appear in some contracts. The reason for the change of view is explained in the AFL-CIO Research Department monthly bulletin for February.

In the past, unions had opposed escalator clauses on the ground that they would limit wage increases to the rise in prices and thus freeze real wages.

Today, the unions feel, management generally accepts the view that wage advances are necessary to improve living standards, as well as to provide for higher living costs, and Labour's fears that escalators might mean pay cuts when prices drop has been met by fixing limits.

The escalator clause in union contracts reached its popularity peak in 1952. Then, from 1953 until early 1955, many unions decided escalation was no longer necessary as a means of protecting the workers' purchasing power against inflation.

In January 1955, the number of workers covered by escalation clauses had dropped to about 1,950,000, according to the U.S. Bureau of Labor Statistics, but by December 1956, renewal of interest in escalation had carried the figure beyond the level of 1952.

It is estimated that currently there are some 3,500,000 union workers and another 300,000 unorganized workers under escalator contracts in the United States.

During February, 1,435 work accidents to federal government employees were reported to the Government Employees Compensation Branch. The figure for the same month last year was 1,446.

## **UAW Plans Appeal Court, Seeks Short Work Week**

The United Automobile Workers is planning to set up an outside appeal "court" to which union members can apply if they consider that the union's own disciplinary machinery has not given them justice, it was announced last month.

UAW President Walter Reuther and the union's executive board are working on a review program for presentation to delegates at the union's biennial convention in Atlantic City this month.

If the plan is approved it would make the UAW the first leading union to establish an impartial tribunal to protect its members from any possible danger that union leaders might act as prosecutor, judge and jury, with final power in disciplinary proceedings against members or subordinate officers.

One smaller organization, however—the 60,000-member Upholsterers' International Union—has had such a plan in operation for three years.

Earlier, the autoworkers union had announced that its main objectives when it begins bargaining for a new contract in 1958 will be higher take-home pay and a shorter work week. Leonard Woodcock, Vice-president of the union and Director of its General Motors Department, made the announcement at a press conference which followed a two-day meeting of 300 delegates representing 350,000 General Motors workers at plants throughout the United States.

The average hourly wage of automobile workers had fallen behind that of other key industrial workers, he asserted, and added that there would be "a good deal of emphasis on the old-fashioned question of wages" in the 1958 contract negotiations.

Mr. Woodcock mentioned five industries in which he said average wages exceeded the average wage in the automobile industry: construction, bituminous coal mining, steel, petroleum and oil, and printing industries.

In the 1955 negotiations, which resulted in three-year contracts in the industry, the union's demand for a guaranteed annual wage had been emphasized, Mr. Woodcock said. The outcome had been the precedent-setting supplementary unemployment benefit plan. There had, however, been grumbling by many members of the union, who were more interested in wage increases than in protection against the risk of unemployment.

Notwithstanding this, he said, the union would strive for improvement in the SUB plan. It would like to obtain an increase

in the size of the benefit payments and in the extent of their duration.

Mr. Woodcock did not say exactly what the union had in mind in connection with a shorter work week. But UAW President Walter Reuther referred last fall to the union's intention of taking the first step towards a four-day work week in the 1958 negotiations.

## **New Book is Outcome Of Duke's Conference**

A book that is an outcome of the Duke of Edinburgh's Study Conference held at Oxford in July 1956 (L.G., Sept. 1956, p. 1122) has been published.

The book, "The Challenge of Change," by Laurence Thompson, is one man's thoughts—reflections stimulated by the conference rather than reflections about the conference. There is some description of the conference in the early chapters, however.

The little volume may faithfully represent the spirit of the conference, which was intended to stimulate thought about a number of fundamental questions which arise in connection with modern industrial society. The author, who was one of the members of the conference, in his turn tries to provoke thought.

"The only value a book of this kind may have," he says, "is not in making the reader agree with its ideas, but in making the ideas sufficiently plain for the reader to know why he agrees or disagrees, and so form his own opinions."

In the second last chapter, "Priorities", the author says that among other things, the members of the conference agreed that it would be desirable for Commonwealth industry to do certain things, including: feeding, housing, providing with schools and finding employment for a population which was doubling every 25 years; abolishing such things as the colour bar and the "inequality of woman"; providing better schools and better houses; paying agricultural and industrial workers and teachers more money; and putting more money into research.

"We also agreed, I seem to remember," he continues, "that high taxation of industry or the individual was a major disincentive."

Besides the one just quoted from, there are eight other chapters in the book, which are headed: In Conference, The Size of the Problem, The Challenge of Change, The New Challenge, The Problem of Size, Why Do Men Work? Education, Industry and the Community, and Conclusions.

## **Trainmen's Wage Boost Urged by U.S. Board**

An emergency presidential board last month recommended wage increases aggregating 26½ cents an hour, extending over a period of three years, for about 160,000 United States members of the Brotherhood of Railroad Trainmen.

The board proposed an increase of 12½ cents an hour retroactive to November 1, 1956, and further increases of 7 cents on November 1, 1957 and 1958. These increases would add \$2.12 a day of eight hours at the end of the three years. The main demand of the union was for a wage increase of \$3 a day starting immediately.

The board further recommended semi-annual cost-of-living wage adjustments starting May 1, 1957, and amounting to 1 cent an hour for each change of one-half of a point in the U.S. consumer price index.

For yardmen only, the board proposed an alternative benefit of seven paid holidays a year. But if they took the holiday pay they would get increases of only 5 cents an hour, instead of 7 cents, in the second and third year.

A condition of the settlement proposed by the board would be that no further wage demands should be made during the three-year period. The carriers would agree to withdraw three demands for changes in rules if the settlement were adopted.

Although the findings of such a board are not binding on the parties, the Railway Labor Act forbids any strike or other changes in working conditions for thirty days after the submission of the report.

The increases recommended by the board are similar to those provided in a settlement reached between the Brotherhood of Locomotive Firemen and Enginemen and U.S. railroads (L.G., Jan., p. 25).

## **Most U.S. Agreements For 10c or more in 1956**

Collective bargaining settlements negotiated in the United States in 1956 most commonly provided wage increases of from 10 to 15 cents an hour, plus improvements in various so-called fringe benefits, according to a report on collective bargaining during that year published by the Research Department of the AFL-CIO.

Increases were generally some 3 to 5 cents larger than those of the previous year. However, increases in the cost of living in 1956 cancelled part of the real value of the year's wage increases, the report points out.

An analysis of the increases in 1956 showed that one-quarter were for 13 cents or more, and between 45 and 50 per cent ranged between 10 and 15 cents an hour. Ten cents or more increase was provided by about 55 per cent, and about 80 per cent granted 7 cents or more. Only about 20 per cent were for 6 cents or less, usually 5 or 6 cents. Less than 3 per cent of the wage settlements granted no increase.

In Canada during the year ending October 1, 1956, 90 per cent of 500 contracts selected for study by the Economics and Research Branch of the Department of Labour provided wage increases (L.G., March, p. 337). Increases of 15 cents an hour or more were granted in more than 11 per cent of the agreements that allowed wage increases, and more than 23 per cent provided from 10 to 14.9 cents. Ten cents or more was granted by 35 per cent of the contracts, and 84 per cent allowed 5 cents an hour or more increase. Agreements which provided less than a 5-cent increase amounted to 16 per cent.

## **New Occupations Bulletin, 5 Revised Titles Issued**

A new monograph in the "Canadian Occupations" series, prepared by the Economics and Research Branch of the Department, has been issued.

Five revised titles in the series have also been issued. The revised publications are: No. 4, "Painter"; No. 5, "Plumber, Pipe Fitter and Steam Fitter"; No. 9, "Printing Trades"; No. 10, "Motor Vehicle Mechanic"; No. 15, "Foundry Workers". In bringing the publications up-to-date, extensive revisions have been made and new illustrations added.

The new monograph, "Careers in Construction," has been written to give an over-all view of occupations in an industry that has played a vital role in the postwar Canadian economy. It outlines the nature of the industry, the composition of the work force, describes the work performed and gives general information regarding qualifications, training, advancement, earnings, and the employment outlook. The booklet complements previous monographs in the series dealing with specific building trades.

The "Canadian Occupations" series covers a wide range of occupations, including professions. It is designed to help meet the demand for current information on occupations from vocational guidance counsellors, unemployment service officers, immigrants, parents and, most of all, from youth faced with the problem of selecting an occupation.

## **Pope Urges Managers to Prepare for Automation**

Pope Pius XII said last month it was the duty of industrial managers and planners to prepare in good time for the coming of automation.

Otherwise, he warned, automation may bring on a wave of unemployment that

would convert what should be a blessing into a "public disaster".

When an effort is made to increase production—the primary object of automation—the "question of the worker as a person" is often neglected, he pointed out.

The Pope made his comments when addressing members of the Christian Union of Managers and Directors who were holding their annual congress in Rome.

## **Proceedings of Parliament of Labour Interest**

### **Merchant Seamen Compensation Act**

**February 25**

Bill to amend the Merchant Seamen Compensation Act introduced.

The object of the amendment, the Minister of Labour stated when moving the second reading of the Bill, February 28, is to increase the scale of benefits payable. The last time these were revised was 1953.

Compensation for accidents is generally dealt with by provincial legislation but there are certain seamen who are not eligible for compensation under provincial law, Mr. Gregg explained. The purpose of the Act, which was passed in 1946, is to fill this gap. At present it covers between 3,500 and 4,000 seamen employed by some 63 shipping companies. About 200 individual vessels are affected.

Mr. Gregg gave details of the changes in benefits for which approval of Parliament is sought.

**March 7**

Bill read third time and passed.

### **Labour Force**

**February 27**

Paid workers at October 20, 1956, totalled 4,583,000 and workers covered by unemployment insurance at October 31, 1956, numbered 3,647,000, the Minister of Labour stated, replying to a question.

### **Postal Employees**

**March 1**

Upward revision of the rate of pay for postal employees was urged by F. A. Enfield (L, York-Scarborough).

### **Health Insurance**

**March 4**

Notice was given of a measure to be introduced authorizing contributions to be paid out of the consolidated revenue fund

to the provinces in respect of costs incurred by them in providing hospital and diagnostic services, payments to commence when at least six provinces, containing at least half the population of Canada, have entered into agreements and have qualified for the receipt of such contributions.

**March 6**

The Minister of National Health and Welfare made it known that an understanding had been reached with the Ontario Provincial Treasurer on the essential terms to be embodied in a formal agreement establishing hospital insurance in Ontario.

### **Pensions of Superannuated Civil Servants**

**March 4**

Rev. Daniel McIvor (L, Fort William) introduced a motion requesting that the Government consider introducing legislation to increase the pensions of civil servants who were retired when salaries were low, to bring them more in line with those of the present time. During the debate members of all parties spoke in favour of the motion.

In replying to some of the arguments advanced, the Minister of Finance said one point had been overlooked—the number whose pension is low because of their short term of service.

Mr. McIvor asked if the Minister would consider "those who are worthy". Mr. Harris replied:

I was coming to the point of whether or not we were dealing with all these people or just with those whose personal means were such that they were in fact in need and required some consideration for that reason, rather than the reasons advanced with respect to just bringing everybody up to another level. I certainly will give consideration to the question, because I think that is the crux of the whole matter.

The debate was adjourned at this point.

### March 15

Stanley Knowles (CCF, Winnipeg North Centre) asked if the Government plans to do anything at the present session for retired civil servants. The Minister of Finance said the group benefits from the increases given in the Budget (see below) and that the Government is continuing to give consideration to pensions for retired civil servants.

### Canadian National Railway Pensions

#### March 7

Information on pensions being paid to employees of the Canadian National Railways, requested by Stanley Knowles (CCF, Winnipeg North Centre), was supplied by the Minister of Transport.

### Housing

#### March 13

The recent action on the part of the Government to increase the interest rate from 5½ to 6 per cent to make residential mortgage money more competitive for the available supply of credit has had some effect, the Minister of Public Works said. He was replying to an inquiry by Donald M. Fleming (PC, Eglinton) concerning government plans for increasing the supply of mortgage money.

The Minister was of the opinion that as the year progresses, more results will be seen. In the meantime, he had communicated with each of the chartered banks asking them to take what steps they can to ensure a continuing supply of mortgage money into house construction.

### Federal Budget

#### March 14

In his annual budget address, the Minister of Finance announced several changes of interest to Labour. He noted that during 1956 there was an increase of 5 per cent in the number of persons employed in industry. The increase in wages for the average worker was 5½ per cent—a larger gain than in any recent year.

Mr. Harris announced that pensions under the War Veterans Allowance Act would be increased from \$125 to \$150, or from \$170 to \$200 if married, and widow's pensions to \$115 from \$100.

Under a new scale for family allowances that becomes effective Sept. 1, 1957, children under 10 will receive \$6 per month, while those from 10 to 16 years will receive \$8 per month, thus dividing the children into two groups in place of the four into which they were previously divided, and increasing by \$1 per month the allowance paid in two of the old groups.

Effective July 1, 1957, payments under the Old Age Security Act will be increased by \$6 per month, from \$40 to \$46 a month.

Purchasers of annuities will be allowed a deduction in respect of payments for such annuities.

In future, tax payers may make a minimum flat deduction of \$100 for donations to charities, medical expenses and union dues, which Mr. Harris pointed out will save the taxpayers and the Government a lot of paper work.

### War Veterans Allowance

#### March 19

A. J. Brooks (PC, Royal) wished to know what increase in permissible income would be made under proposed changes in the scale of benefits under the War Veterans Allowance Act.

The Minister of Veterans Affairs said income ceilings are being raised in the case of single recipients to \$960, and in the case of married recipients to \$1,620. He said it was not planned to have any raise in the single rates as he understood that at present the latter is \$60, which was the amount asked by various organizations in the country.

### Disabled Persons

#### March 21

Hon. Milton F. Gregg, Minister of Labour, denied charges, reported in the press, by the Ontario Minister of Health and Welfare that the federal Government was failing to fully participate in costs of educating handicapped persons at the university level.

Mr. Gregg said, in part, not only has provision been made for sharing in the costs of professional training in universities, but special arrangements were made in Ontario for having cases approved without direct referral to Ottawa in order to avoid misunderstanding and delays when dealing with individual cases.

### Radiation Affecting Uranium Miners

#### March 21

Workers in uranium mines can be kept safe from radiation by standard mine safety measures, especially ventilation, Dr. Fred Robertson, Parliamentary Assistant to the Minister of National Health and Welfare, said in reply to a question by H. W. Herridge (CCF, Kootenay West). It has been recognized for some years that uranium miners may be exposed to radiation but studies have shown that exposure could be kept within safe limits by standard mine safety practices.

# Rehabilitation Services in Canada

National Co-ordinator of Civilian Rehabilitation describes, in ILO publication, various services available in Canada and efforts being made to ensure development of co-ordinated program of rehabilitation

That the disabled were capable of performing useful work was first demonstrated in Canada by the success of the rehabilitation program introduced for disabled veterans in the First World War. Later developments under the provincial Workmen's Compensation Acts and the efforts of a number of voluntary organizations carried on the work of rehabilitation. During and after the Second World War, however, with the program that was established for disabled veterans, the movement assumed much larger proportions.

The history of rehabilitation in Canada and a description of the services now available is outlined in an article, "Co-ordination of Rehabilitation Services in Canada," written by Ian Campbell, National Co-ordinator of Civilian Rehabilitation, and published in the *International Labour Review* for January.

## Disabled War Veterans

Rehabilitation services, including hospital and medical care, are provided free by the Department of Veterans Affairs for veterans suffering from pensionable disabilities, to veterans disabled while in training, to indigent veterans living in Canada; and, for a period of up to one year from their discharge, to former members of the forces who are suffering from non-pensionable disability.

A veteran who is unable to provide for himself is paid allowances while he is undergoing treatment.

The Department also provides services at the patient's expense to veterans suffering from disability not connected with service in the forces.

Twelve departmental hospitals can accommodate 9,005 persons. Health and occupational centres provide accommodation for an additional 950 convalescent patients, and 585 persons can be accommodated in six veterans' homes. The Department also operates two special tuberculosis centres, at St. Hyacinthe, Que., and London, Ont., where 300 persons can be accommodated.

The institutions of the Department, the article goes on to say, also provide social services and vocational training, and co-operate with the Special Placements Division of the National Employment Service in employment counselling and placement.

The Department has given vocational, technical and university training courses to disabled veterans who wish to take advantage of them, as a preparation for a wide range of trades and professions.

So far, approximately 90 per cent of all cases receiving rehabilitation services have been closed. The remaining 10 per cent are either receiving treatment or undergoing training which may or may not result in their rehabilitation. Eighty-six per cent of the closed cases are considered to have been successfully rehabilitated. Of the remainder, 8 per cent could not be rehabilitated because of the severity of their disablement or the attitude of the individual concerned. The rest have either left Canada, or their disability pensions have been supplemented by a war veterans' allowance.

## Workmen's Compensation

Every province in Canada has a Workmen's Compensation Act, and all are of the collective liability type, in which employers are assessed by industry or groups of industries according to the cost of their accidents.

In most provinces a Workmen's Compensation Board looks after the treatment, care and rehabilitation of injured workers. Cash benefits paid in all provinces are high, though they vary somewhat from one province to another. In Ontario, for example, in cases of permanent total disability the benefit paid is 75 per cent of earnings, with a minimum of \$100 a month or former earnings, whichever is less. For permanent partial disability the benefit is reckoned at a fraction of 75 per cent of earnings based on loss of earning power. For temporary disability the benefit in case of total loss of earning power is 75 per cent of earnings for the duration of the disability, with a minimum of \$15 a week or former earnings, whichever is less.

The boards in the provinces of British Columbia, Alberta, Ontario and Quebec operate rehabilitation centres to supplement the care obtainable through the hospital system. By employing the most modern techniques of physical medicine and rehabilitation, these centres hasten recovery and reduce the degree of permanent disability to a minimum. Vocational training is supplied where necessary and each case is followed through until the board is satisfied that wherever possible the individual is settled in suitable employment.

The centre operated by the Workmen's Compensation Board of the province of Ontario at Malton, with a capacity of 500 beds, is the largest on the continent.... Similarly the provinces of Alberta and British

Columbia have recently improved and expanded their facilities. In addition, the province of New Brunswick has an arrangement with the Department of Veterans Affairs in that province, to obtain medical rehabilitation services at the Health and Recreation Centre in Saint John.

### **Voluntary Agencies**

Voluntary organizations for the care of the disabled in Canada include the Canadian National Institute for the Blind, the National Society for the Deaf and Hard of Hearing, the Canadian Tuberculosis Association, the Canadian Arthritis and Rheumatism Society, the Canadian Paraplegic Association, and the Canadian Council for Crippled Children and Adults.

The article singles out the work of the Canadian National Institute for the Blind as an example of what is being done by these organizations. With headquarters in Toronto, the CNIB was serving 21,763 registered blind persons in March 1956. The Institute has seven regional offices and 46 branch offices, as well as 22 general service centres that provide residential homes and rehabilitation services.

It runs sheltered workshops for blind persons, who, because of age, physical handicaps, or personal preference, cannot work in regular industry. It controls tobacco kiosks, news stands and industrial cafeterias managed by the blind. It gives instruction in Braille reading and writing, typewriting and handicrafts. It supplies raw materials at cost and provides facilities for the sale of articles made by home workers. It maintains libraries in Braille and "talking" books.

Some of the training classes, including classes to prepare young blind men and women for staff positions such as home teachers, placement officers and field secretaries, are operated under the Canadian Vocational Training Act. Each division has a social service department that provides, under agreement with the Department of Veterans Affairs, after-care service for the war blinded. In most provinces, under similar arrangements with the workmen's compensation boards, it gives service to those blinded as a result of industrial accidents.

"While the activities of the other voluntary groups differ in detail, they nevertheless provide many of the services mentioned above to the particular group of the disabled with which they are concerned," the writer adds.

### **National Employment Service**

Shortly after its establishment in 1940, the National Employment Service made arrangements to provide placement services for the disabled through the Special Placements Division. In each of its 220 branches the NES has a division or an individual to look after this service. The lack of special treatment or training often required by

applicants, however, in many cases limits the power of the Employment Service to place disabled persons.

### **National Advisory Committee**

On the recommendation of a conference called by the federal Ministers of Labour, National Health and Welfare, and Veterans Affairs, and attended by representatives of the provinces, the municipalities and the voluntary groups, held in Toronto in February 1951, a national committee was formed to advise the Government on matters relating to the rehabilitation of disabled persons. The conference also recommended that a National Co-ordinator of Civilian Rehabilitation should be appointed (L.G. 1951, p. 454).

These steps were held to be necessary in order to bring a greater degree of unity into the work of the various agencies than had hitherto prevailed.

The National Advisory Committee consists of a representative of each of the federal departments concerned, a representative of each of the 10 provinces, six representatives of the medical profession, four of organized labour, four of organized employers, six of the national voluntary agencies dealing with the disabled, and four of the universities. A National Co-ordinator was appointed in June 1952.

After a study of the experience of the various Canadian organizations and of rehabilitation workers in the United States, the United Kingdom and other countries of the Commonwealth and of Europe, the Committee drew up plans to develop a better understanding of the services already available, and to co-ordinate them more closely in order to obtain greater efficiency and prevent overlapping.

### **Assistance by the Federal Government**

As a result of the findings of the Committee, the federal Government offered to help the provinces to co-ordinate their rehabilitation services, to provide vocational training for the disabled and to develop the necessary medical services. A maximum of \$15,000 a year was offered to each province on condition that the province contributed a like sum. This money was to be used to pay the salaries and expenses of a provincial co-ordinator and his staff.

### **Vocational Training**

Under the Canadian Vocational Training Co-ordination Act, 1942, the costs of rehabilitation training for a disabled person held likely to benefit by it sufficiently are shared equally by the federal Government

and the province concerned. This scheme provides (under Schedule "R") maintenance allowances during training, transport to the place of training, and, if necessary, transport to and from classes.

### Medical Rehabilitation Grants

Since 1948 the federal Government has assisted and encouraged the provinces to develop their health services by a system of financial grants. Sums totalling more than \$39,000,000 a year have been made available. In some cases a condition on which these grants are made is that they shall be matched by an equal contribution from the province concerned.

To fill certain needs not met by these grants a new medical rehabilitation grant totalling \$1,000,000 a year has been added.

In 1953-54 nine provinces signed agreements on co-ordination of services. In each of these provinces a provincial co-ordinator or director of rehabilitation services has been appointed, and plans for carrying out a program have been made.

In nine provinces in which Schedule "R" is in use, in the first year of operation more than 700 disabled persons who needed vocational training were started on training courses.

From nine of the provinces projects designed to expand medical rehabilitation facilities or to increase the number or improve the standards of personnel have been put forward. Many specialists are being trained in Canada and the United States. A School of Physiotherapy has been established in the University of Alberta, and a School of Physiotherapy and Occupational Therapy in the University of Montreal. A pattern is gradually emerging in each province, and with the proper co-ordination of public and private services at all levels and adequate community participation, an effective program is being developed.

There is a shortage of trained physiotherapists, occupational therapists, speech therapists, rehabilitation counsellors and social workers, the article says. Schools of Occupational Therapy and Physiotherapy at the University of Toronto and McGill University in Montreal have been supplemented by new schools established at the University of Alberta and the University of Montreal with the help of the medical rehabilitation grant.

Interest in training courses is being stimulated in the various universities, and the Canadian Medical Association is emphasizing the importance of rehabilitation in the medical schools.

### Civilian Rehabilitation Branch

Under the direction of the National Co-ordinator, the Civilian Rehabilitation Branch of the Department of Labour works

closely with the National Advisory Committee on the Rehabilitation of Disabled Persons. It maintains liaison with the other departments of the federal Government concerned with rehabilitation and endeavours to co-ordinate all rehabilitation activities at the federal level.

### Results of the Program

As for the results of the program, the article says that although no figures are yet available for the provinces of Ontario, Quebec and Saskatchewan, in the other provinces, representing less than a third of Canadian population, more than 1,000 seriously disabled persons (other than disabled workers and war veterans) were returned to a place of usefulness in the community after receiving service in 1955.

In the first 631 cases reported the persons involved and their 327 dependents had been maintained in institutions, or by public assistance, or had been dependent on their families for support, at an annual cost of about \$283,000. In their first year of employment they will earn \$1,200,000 between them. The economic gain is, however, greatly exceeded by the moral benefit to those who were enabled to stand on their own feet.

"We lay great stress on the importance of employment where possible, and on the necessity of both labour and management to realize the potential worth of the disabled," Mr. Campbell says. "It is encouraging to know that the Canadian Manufacturers' Association, the Canadian Chamber of Commerce, and all major labour organizations have given their official support to rehabilitation planning."

Three years ago the Department of Labour produced a film, "Everybody's Handicapped," designed to encourage employers to give favourable consideration to disabled persons who apply for work. This film has been seen by more than 3,000 audiences in Canada, comprising more than 200,000 people.

"The National Employment Service, which has greatly increased its efforts on behalf of the handicapped, reports that actual placements of disabled persons in 1955 amounted to 19,773—an increase of 43 per cent over the previous year. As the first six months of 1956 indicate a further increase of over 40 per cent in actual placements it is obvious that the efforts being made to persuade employers to accept the handicapped on their merits are proving effective," the article states.

# Britain's Youth Employment Service

Operated jointly by local and national governments, Service guides youth into jobs for which they are fitted, in which they show interest and which are likely to prove worth doing their entire working life

In Great Britain, where the school-leaving age is 15 years, the Youth Employment Service, operated jointly by local education authorities and the Ministry of Labour, has been set up to guide British youth into jobs for which they are fitted, in which they are interested, and which are likely to prove worthwhile for the duration of their working lives.

A description of how the Youth Employment Service operates is given in an article especially written for the *LABOUR GAZETTE* by Wendy Hall, English writer on educational matters, under arrangements made through the United Kingdom Information Services.

In Britain, the State, schools, universities and employers are all interested in getting the right young people into the right jobs. All are playing their part in a varied system of information and guidance which covers not only secondary school, college and university students, but also young people who have started work but feel that they are in the wrong job.

The majority of youngsters in Britain leave school at 15 years and go into industry and trade; the task of guiding them into the right branch falls on the Youth Employment Service. This Service, which has been re-organized and developed since the Second World War, exists first to advise those leaving school on the kind of job that would best suit them; second, to find it for them; and third, to help with any problems that may arise after they have started work.

More than 900 Youth Employment Officers are working in Britain with local committees on which sit representatives of the local education authority, teachers, employers, workers, and others specially interested in the welfare of young people. The committee thus provides a means of regular contact between schools, employers, and officials, and enables a large number of problems to be tackled at a local level.

The Youth Employment Service begins seriously to help youngsters in their last year at school—that is, when they are between 14 and 15 years of age. The Youth Employment Officer gives talks to groups of those about to leave school, stressing the need for some active thought about their future careers, and the avoid-

ance of merely drifting into the first job that comes along.

The school usually arranges visits to local factories, offices, shops, and so on, and may invite speakers from outside to address the children about their particular careers. Further information is made available in a series of booklets dealing with a wide range of careers, especially written for teen-agers, and officially produced. A number of films about careers have also been made for the Ministry of Labour, and can be borrowed by schools.

Meanwhile, in some districts, the Youth Employment Committee invites parents of those who are leaving school to an "open evening" when the problems of launching their children on a career can be discussed informally.

The next stage is the personal interview with each boy or girl. Youth Employment Officer, parents, teacher and youngster discuss together the pros and cons of, perhaps, a job in a factory or a job in a shop, bearing in mind the youngster's abilities and interests.

The Youth Employment Officer now sets about placing the youngster in what he considers a suitable job or, if, as in some cases, the youth has set his heart on a career which the Youth Employment Officer cannot honestly advise, he nevertheless tries to find him a job in the career of his choice.

Once the youngster has started work, the Youth Employment Officer remains in touch with him, keeping his office open one evening a week, so that new entrants with problems and difficulties may bring them to him. It may be that, in spite of thorough preliminary discussions, the youngster and the job do not, after all, suit each other; if this is so, the Youth Employment Officer is perfectly willing to make a fresh start.

In 1955, slightly fewer than 500,000 young people were given advice by the Youth Employment Service. This figure, it is estimated, included almost all boys and girls leaving school at 15, a number leaving later, and a number already in jobs but still under 18 years.

The Youth Employment Service is available to, and is being increasingly used by, secondary grammar and technical



**Britain's Youth Employment Service advises youngsters in their final year at school on the kind of job that would best suit them, finds it for them, and helps with problems arising after they have begun work. Pictured above is a Youth Employment Officer discussing job problems with a group who recently entered industry.**

schools, where pupils tend to stay until they are 16, 17, and 18 years, and from which they go into professional and semi-professional occupations, and on to the universities.

Many of these schools have, like the big "public schools," their own careers masters and mistresses; they also receive frequent visits from employers looking for the right type of young entrant. But whether or not the individual school has its own career guidance organization, it can turn for help to the official Service. University graduates, likewise, can make use of their own highly-developed appointments boards, and of the

Ministry of Labour Appointments Service, which handles specialist posts.

The employer, meanwhile, has his part to play. Industry has been urged by the Ministry of Labour to set up training schemes, on a national scale, for young entrants. Since the last war, more than 100 such schemes have been agreed in different industries or sections of industries.

The State, the schools and the more enlightened sectors of industry have, by and large, one common aim—to get the right youngsters into the right jobs, and to give them the opportunity to put the abilities they have to the best use.

## Manitoba Plans Inquiry into Workmen's Compensation Act

A motion calling for the establishment of a judicial inquiry into the provincial Workmen's Compensation Act was approved by the Manitoba Legislature late last month.

The motion was an amendment to an original resolution which had asked for the

inquiry plus immediate changes in payment scales.

Passage of the amendment excluded action on the payment changes and left the request for an inquiry only.

# Industrial Fatalities in Canada during Fourth Quarter of 1956

Deaths resulting from industrial accidents\* in last three months of 1956 total 374, a decrease of 27 from the previous quarter but 41 more than in 1955's fourth quarter. Most deaths were in construction

There were 374† industrial fatalities in Canada in the fourth quarter of 1956, according to the latest reports received by the Department of Labour. This is a decrease of 27 fatalities from the previous quarter, in which 401 were recorded, including 53 in a supplementary list. In the fourth quarter of 1955, 333 fatalities were listed.

During the fourth quarter of 1956 there were seven accidents which resulted in the deaths of three or more persons in each case. On November 1, an explosion at the pithead of a mine at Springhill, N.S., resulted in the deaths of 39 miners. Of this total, six men were fatally injured in the explosion at the pithead, two dragmen

died during rescue operations and the remaining 31 were victims of burns or deadly gas.

On December 9 a passenger aircraft bound from Vancouver to eastern Canadian points disappeared and presumably crashed. Of the 62 persons on the aircraft, eight—three crew members, three professional football players and two persons engaged in wholesale trade—are known to have been travelling for reasons arising out of their employment. These have been classified as industrial fatalities. If subsequent reports indicate that any of the remaining 54 were travelling for business reasons, the Department's statistics on industrial fatalities will be adjusted accordingly.

At Kootenay Lake, B.C., eight loggers were drowned on November 30 when the boat in which they were crossing the lake struck a submerged object and overturned. Seven men, all employees of a large construction firm, were killed at Varennes, Que., on October 23, when the walls of a trench they were working in collapsed, burying them under tons of wet earth.

There were three accidents that resulted in the deaths of three persons in each case. Two of these occurred on the same day, October 6. Near Varennes, Que., three farmers on the way to market were killed when the truck in which they were riding was struck by a train. Three members of the crew of the freighter *Triggerfish* were drowned when the vessel capsized off the coast of British Columbia. On November 22 three Nova Scotia fishermen were lost at sea when their fishing boat was wrecked during a storm. So far, only one body has been recovered but all three are presumed to have been drowned.

Grouped by industries (see chart p. 000), the largest number of fatalities, 89, was recorded in construction. This includes 42 in buildings and structures, 29 in highway and bridge construction and 18 in miscellaneous construction. In the same period last year, 64 fatalities were recorded in this industry: 29 in buildings and structures, 19 in highway and bridge construction and 16 in miscellaneous construction. During the third quarter of 1956, 110 construction

\*See Tables H-1 and H-2 at back of book.

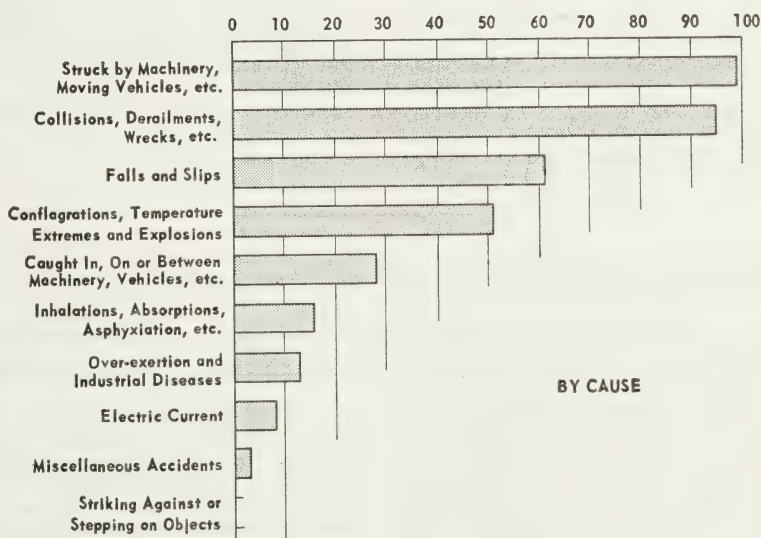
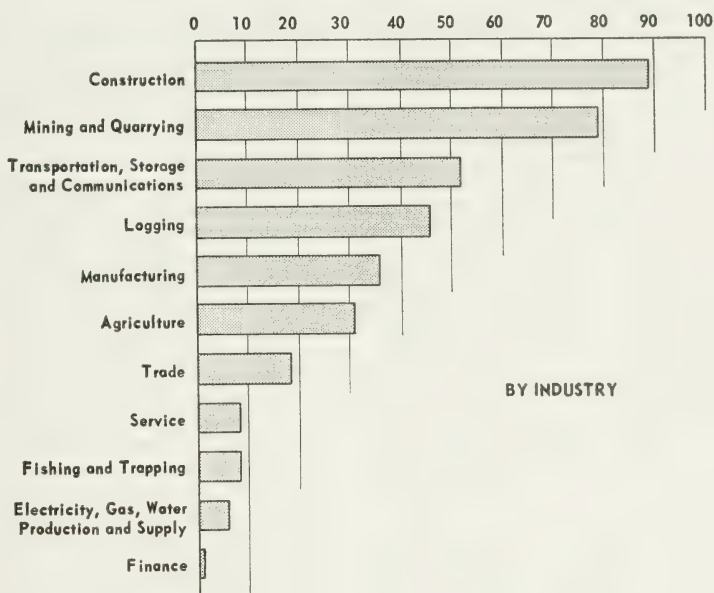
†The number of industrial fatalities that occurred during the fourth quarter of 1956 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures as shown include 89 fatalities for which no official reports have been received.

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

# INDUSTRIAL FATALITIES IN CANADA

Fourth Quarter of 1956



Source: Economics and Research Branch, Department of Labour.

601-1000

fatalities were listed: 43 in highway and bridge construction, 37 in buildings and structures and 30 in miscellaneous construction.

During the quarter, accidents in the mining industry were responsible for the deaths of 79 persons: 46 in coal mining, 25 in metalliferous mining and eight in non-metallic mineral mining. For the same period in 1955, 52 deaths were reported: 34 in metalliferous mining, nine in coal mining and nine in non-metallic mineral mining. Work injuries in this industry during July, August and September were responsible for 45 deaths: 30 in metalliferous mining, nine in non-metallic mineral mining and six in coal mining.

In the transportation industry, industrial injuries accounted for 52 of the total fatalities reported. Of these, 21 were in steam railways, 15 in local and highway transportation and 11 in water transportation. During the same period of 1955, 62 were recorded, of which 22 were in steam railways, 18 in water transportation and 17 in local and highway transportation. Accidents in transportation in the third quarter of 1956 cost the lives of 74 persons, including 30 in steam railways, 18 in water transportation and 13 in local and highway transportation.

Accidents in the logging industry resulted in the deaths of 46 persons during the fourth quarter of 1956, a decrease of three from the 49 that occurred during the previous three months. In the fourth quarter of the previous year, 44 lives were lost in this industry.

In the manufacturing group, 36 fatalities were recorded. These include 12 in wood products and five in each of the iron and steel and non-metallic mineral products groups. In the corresponding period in 1955,

41 fatalities were listed, including seven in paper products, six in wood products and five in each of the food products, iron and steel products and transportation equipment groups. Accidents in the third quarter of this year cost the lives of 51 persons, including 12 in iron and steel, 10 in wood products and eight in non-metallic mineral products.

There were 31 industrial fatalities in agriculture during the quarter under review, a decrease of one from the 32 reported during the previous three months. Accidents in October, November and December 1955 resulted in the deaths of 20 agricultural workers.

An analysis of the causes (see chart p. 000) of these 374 fatalities shows that 99 (27 per cent) of the victims had been "struck by tools, machinery, moving vehicles or other objects". Within this group the largest number of deaths, 20, was caused by "landslides or cave-ins", 18 by "falling trees or limbs", and 10 by "automobiles or trucks". In the classification "collisions, derailments, wrecks, etc.", 95 fatalities were recorded. These include 44 as a result of automobile or truck accidents, 17 involving watercraft, 15 tractor or loadmobile accidents and eight as the result of aircraft accidents. "Falls and slips" were responsible for 61 fatalities during the period, 60 of which were the result of falls to different levels.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 88. In British Columbia there were 86, in Nova Scotia 64 and in Quebec 53.

During the quarter there were 149 fatalities in October, 151 in November and 74 in December.

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## Management's Conduct of Negotiations

Quebec personnel manager who was formerly union official describes to employer association mistakes commonly made by management negotiators

In collective bargaining employers often come to negotiations with unions ill-prepared for their task and without a clear understanding of bargaining strategy. This was the opinion implied in an address on "Labour Relations—The Practical View" given at the Canadian Graphic Arts Association convention in Niagara Falls, Ont., by George Laverdure, personnel manager for a chain of newspapers and radio stations in the province of Quebec.

Mr. Laverdure was previously an official of the International Typographical Union, and has had considerable experience on both sides of the bargaining table.

In his address he described the mistakes most commonly made by employers in bargaining and the ways in which these mistakes can be remedied.

A negotiator appointed to act for management, Mr. Laverdure pointed out, while he has a right to expect certain things from

management, must provide certain other things for himself. Since he has not the final say in any settlement, he has a right to know before he starts negotiations how far the employer is prepared to go in meeting union demands. If there is any change of attitude on the part of management during negotiations, he should be the first to be told of it.

Of the things which the negotiator must obtain for himself Mr. Laverdure emphasized four. First he must have a set of statistics with which to answer the statistics which the union would certainly produce and interpret to its own advantage.

Secondly, the negotiator should have a thorough knowledge of the constitution and by-laws of the union he is dealing with. If the union has local by-laws he should know them too, Mr. Laverdure said. Most unions have a number of clauses in their constitutions for the protection of the employer, but only too often the employer does not think of availing himself of their help. It was also not uncommon, the speaker said, for an employer to sign a contract which bound him to respect the union's constitution without even having read the constitution or having a copy of it in his possession.

Thirdly, the negotiator must subscribe to the union publications and read them, in order to keep abreast of the union's policy on matters which may come up during the negotiations.

The fourth point the speaker made was that it was important that the negotiator should if possible be personally acquainted with the labour chiefs with whom he was going to negotiate. He should meet them from time to time during the term of the collective agreement, and talk over with them various questions that were likely to arise. In this way he could follow the trend of opinion, and at the same time establish a friendly atmosphere from which the employer was bound to benefit.

There were certain mistakes in negotiation to which management was liable, the speaker said. The first was the idea some employers had of imagining that they would wake up some morning to find that unions had disappeared. Unions are here to stay, Mr. Laverdure assured such employers.

Some employers, he said, made the mistake of supposing that their employees were quite satisfied, and that the demands for more money or improved conditions had been forced upon them by the union. In this way they placed too much faith in what their employees told them. From his years of experience as a union business

agent Mr. Laverdure advised such employers not to swallow the tales of their employees about their being opposed to union demands for higher wages, or about their taking little interest in union affairs.

My experience, from what I've seen and heard with my own eyes and ears, is that your employees are the heavily demanding element. Their union agent is the moderating element, because it is his job to press your employees' demands; and, being human, he doesn't want to present something that he knows is not going to be accepted.

Another mistake sometimes made by employers, he said, was to allow their angry feelings at having caught certain union negotiators in acts of bad faith to carry them away to the point of condemning all unions. "Even if some negotiators have been known to deal from the bottom of the deck, the fact remains that unions in general have good intentions. Many an employer has had proof of this."

Sometimes, he remarked, an experienced management negotiator has won a point by carrying a problem he could not settle with the local union to union headquarters, and getting it settled there in the light of the union's own constitution. This, however, he warned, was not a step to be lightly taken, since it might often do more harm than good to go over the heads of the men you were dealing with.

On the other hand, Mr. Laverdure said, quite often the union used the device of going over the head of the employer's representative to some very high ranking officer, such as the company president. This had sometimes worked, and in a way that was not necessarily to the advantage of the company. "Such persons as the president or the general manager of a company should be very wary of such approaches, especially as one certain effect of letting the union by-pass the company's negotiator is to ruin his authority," the speaker pointed out.

From the mistakes made by employers Mr. Laverdure turned to the mistakes that management negotiators might make.

There is one mistake that stands out beyond all others. When the negotiator has got the employer's green light, then he is altogether in the wrong if he does not negotiate within the limits prescribed by law. Such an attitude, let me repeat, can only hurt the employer. And it never, never gains anything. Settlements with the union are usually retroactive, so any delay in negotiations on the employer's side can only get him a slowed-down production and an uneasy shop.

Another mistake Mr. Laverdure warned negotiators against was wasting time on useless technicalities. The danger of wasting time was "magnified a hundred times"

by the employer who, for the purpose of discussing and drafting his union contract, engages a lawyer.

However well intentioned the lawyer may be he can hardly avoid holding the discussion in a legal atmosphere which is not at all suitable to promoting a good understanding between the parties. Even worse troubles arise when the union, finding it has to talk to a lawyer, brings on its own legal advisers. If that ever happens to you, God help you!

A third mistake of which management negotiators should beware, Mr. Laverdure said, was that of attempting to overreach the union negotiators by trapping them with "clever" clauses. "A clever clause may pass one year. But next time you come to negotiate you'll find yourself up against bitter people who are all set for a fight (and) in the upshot it will cost you dearly."

A fourth pitfall for which management negotiators should be on the lookout, the speaker told the meeting, was going from the extreme of hair-splitting and wasting time on trifles to the opposite extreme of neglecting to make the wording of the agreement clear and explicit enough. He gave as an instance the sort of haziness which sometimes confused the Rand Formula, which contained a number of conditions, with a clause calling for a simple compulsory check-off of union dues.

Mr. Laverdure advised employers to try to understand union philosophy. For example, he said, unions attach great importance to the recognition in collective agreements of their General Laws; and an employer who refused this recognition laid himself open to trouble, even though he granted large wage increases or improvements in working conditions.

In a digression, Mr. Laverdure advised employers to post up in their shops a copy of their office rules. This, he said, was required by the constitution of most unions, and was in the interests of the employers. If, for example, he said, an employee were dismissed for a breach of the rules, "if you have posted your office rules, which the union has agreed to, then the union won't raise a finger. But if you have not posted your office rules, then the question may be raised, and for quite some time, what right had you to fire the employee."

"Employers would get a very good idea of the philosophy of unions, and derive a lot of benefit from it, if they would attend union conventions," he continued. He suggested that it would be a good investment for employers who may have to pay out millions of dollars in salary increases affecting a whole industry to spend a few hundred dollars in sending one or more representatives to attend a labour convention, sessions of which were usually open for management to attend.

Mr. Laverdure advised employers not to confine themselves to a defensive attitude. In this he referred to the way in which the employer almost always left the initiative to the unions in such matters as denunciation of contracts, new demands, and so on.

Finally, he advised employers to unite. This, he said, was the best way to protect their interests. "They should not negotiate their contracts individually, nor should they live in an ivory tower where sooner or later they are bound to be under siege. Labour has understood this question much longer than we have, but we still have time to adjust our methods," he said.

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## 1956 Gross National Product Rises to \$29.9 Billion

The value of all goods and services produced in Canada in 1956 reached a level approximately 11 per cent above the year 1955, the Dominion Bureau of Statistics reports in *National Accounts, Income and Expenditure*. The gross National Product rose to \$29.9 billion, compared with \$26.9 billion in the previous year.

With final product prices higher by between 3 and 4 per cent, the gain in the physical volume of output in 1956 amounted to about 7 per cent. This increase in the physical volume of production was the second largest in the postwar period, being

exceeded only by the record advance of 9 per cent in 1955.

The major expansionary factor behind the economic advance in 1956 was the very great increase in business capital investment outlays for new construction and machinery and equipment, which were higher by 33 per cent.

While in 1955 consumer expenditures, housing and exports together provided the most important impetus on the demand side, in 1956 the emphasis shifted to business investment outlays, which accounted for close to half of the rise in the nation's total spending.

## U.K. Committee of Inquiry Reports

Nine major recommendations on rehabilitation of disabled persons made by Committee of Inquiry set up in 1953 with Lord Piercy as chairman

Nine major recommendations have been made by a Committee of Inquiry on the rehabilitation of disabled persons set up in the United Kingdom in 1953.

The Committee, which was under the chairmanship of Lord Piercy, recommended:

1. The establishment of resettlement clinics at every major hospital to give advice and guidance to disabled persons.

2. The encouragement by various means of general practitioners to play a fuller part in rehabilitation.

3. That the larger share of money available for capital development for rehabilitation in the near future should be on the hospital side, although some important industrial areas without industrial rehabilitation units should be supplied with them.

4. The experimental provision of two or three comprehensive centres containing rehabilitation services of hospital and industrial rehabilitation units, and the provision by hospital boards of specialist services for those attending industrial rehabilitation units.

5. The provision of further hostels for the disabled and of centres for social and occupational purposes.

6. The provision of grant aid by the Exchequer to local authorities for welfare services provided under the National Assistance Act at a cost tentatively estimated at £6,600,000 a year; the rate of grant to be calculated having regard to the extent to which services have been provided in some fields.

7. The continuance of the Remploy scheme of factories for the severely disabled.

8. The taking of workers to places of work, by providing transport, rather than taking the work to the homes of the disabled.

9. The transfer to the Ministry of Labour of responsibility for placing the blind in work.

It is "dangerous to assume that more effective services can be brought about solely, or even mainly, by increased expenditure, because some of the best work in the rehabilitation field has been done by relying upon the capacity and the intelligent adaptation of available materials," the Committee stated.

The Committee reported that facilities for the employment of disabled persons are "well established and need little change or development"; that on the medical side, the concept of rehabilitation had widened and deepened "even if it has still much way to make in practice"; and that, although not perfect nor fully used, the statutory provisions for the disabled are notably complete.

The need for voluntary service is revised; there remains a vast field for personal service in meeting individual human need, the report declares.

The extent of the problem of the disabled and the determination of the numbers who might benefit from rehabilitation creates a problem, and the Committee recommended that inquiry be made to find out how many persons in receipt of sickness benefit for more than six months could be assisted to return to work if suitable rehabilitation facilities were available.

Medical consultants are still slow to consider the rehabilitation needs of their patients, the report states. Further education of the medical profession, including medical students, is much needed.

The Committee recommended that hospital boards review and re-organize their present arrangements to secure a purposeful graduated program of activity designed to restore full activity and to re-orient the patient's outlook from that of an invalid to that of a responsible worker.

Under the heading "Resettlement Clinics," the report stresses the importance of the careful assessment of the disabled person's incapacity and the insuring that he is put in touch with those outside the hospital best able to help him.

The Committee reached conclusions and made recommendations on specific points as follows:

*Industrial Rehabilitation*—Existing industrial rehabilitation units perform a useful and necessary service with the close co-operation of the hospitals. It is hoped that existing schemes of rehabilitation in industry can be extended. The suggestion that a form of part-time employment with proportionate wages and sickness benefits would help in rehabilitation was resisted by the Committee.

*Welfare Services*—Local welfare authorities should cater for the social needs of the disabled in the employment field and meet social and occupational needs of other disabled persons.

*Vocational Training*—Present arrangements are satisfactory.

*Disabled Persons Register*—To purge the Register of the so-called unemployables is not practicable. A stricter attitude should be taken on the occasion of renewals of registrations and full use made of medical and other evidence.

*Placing of Disabled in Employment*—Officers interested in the placement of the disabled (DRO) should continue to come from the ranks of the Ministry of Labour. The suggestion that employers be encouraged to employ severely disabled persons by a form of wages subsidy is rejected as undesirable and impracticable.

*Sheltered Employment*—Sheltered employment can only be second best to employment in ordinary conditions. Those who take up sheltered work should be encouraged to go into ordinary work as soon as possible while those employed in sheltered work should be willing and able to make a "significant contribution to production".

*Remploy Limited*—The success of Remploy Limited\* cannot be measured solely in monetary terms but even on this basis the loss at present is not excessive. As Remploy provides the only means of employment for a large number of severely disabled persons, the present scheme should be continued.

*Homeworking Scheme*—While it is hoped that schemes of remunerative home employment will be continued and developed, there is little hope of much extension. More attention should be given to providing means of transport to take workers to places of work rather than taking work to the homes of the disabled.

*The Quota System*—Abolition of the Quota Scheme was not recommended and positive reasons for its continuance were given. After examining suggestions for higher and lower standard percentages and for different percentages for men and women, the Committee concluded that present legislation was flexible enough. Persons whose registrations have lapsed should continue to be counted for quota purposes while remaining with the same employer.

\*An independent, non-profit making organization formed in 1945 under the provisions of the Disabled Persons (Employment) Act, 1944, with the object of providing sheltered employment for severely disabled persons (L.G., 1953, p. 1748).

The Committee's comments and recommendations concerning categories of disabled where special considerations apply were as follows:

*Young Disabled*—Present arrangements for identification of disabled children are generally satisfactory. The small number of young persons taking training courses was pointed out. Vocational Training under the Disabled Persons (Employment) Act should be brought down to the school-leaving age.

*The Blind*—The present patchwork of placement services for the blind is unsatisfactory. The Ministry of Labour should take over the responsibility for the placement service.

*Tuberculous*—Educational facilities should be made fully available to tuberculous patients in hospitals. Some inquiry should be made to ascertain whether ex-tuberculous patients return to work as early as practical.

*Paraplegics*—The present situation with regard to paraplegics is satisfactory but local authorities should give special attention to providing this group with suitable accommodation.

*Mentally Ill*—Hostels should be established to enable those who are mentally ill but do not recognize their disability to get back to work more readily. Wherever possible, work should be provided within hospital premises for those who cannot be discharged.

*Epileptics*—The difficulty some severely afflicted epileptics have in obtaining employment was noted. The need for a better understanding by employers, workers and the general public was stressed.

*Administrative Arrangements*—A national corporation to assume responsibility for the rehabilitation of disabled persons, which had been recommended to the Committee, was thought to be more expensive and not likely to serve the purpose in mind.

*Voluntary Effort*—Voluntary effort is still necessary in spite of the widening of the statutory concern for the disabled. Voluntary effort cannot be commanded and it will best serve by supplementing existing services and by pioneering new ventures.

*Financial Considerations*—Improved methods in rehabilitation should lead to savings both financially and in terms of human well-being. The Committee warned against the danger of believing that services are made more effective solely or mainly by spending more on them. Even if more money were available, there would remain the difficulty of getting trained staff in the social field.

## Women in University Posts

In academic year 1954-55 there were 1,577 women teaching in Canadian universities, compared with 10,305 men. These women formed 14.2 per cent of the full-time staff and 12.1 per cent of the part-time staff

Shortages of teaching personnel in universities and colleges, especially in view of anticipated increases in enrolments, have directed attention to the current number of women in university posts.

Statistics compiled in the higher education section, education division, Dominion Bureau of Statistics, show that in the academic year 1954-55 there were 1,577 women teaching post-matriculation subjects in Canadian universities and colleges, compared with 10,305 men. At this level of teaching, 961 women teachers comprised 14.2 per cent of the full-time staff and 616 women teachers 12.1 per cent of the part-time staff.

Half of the full-time women university teachers and one-third of the part-time were in arts, letters and pure science. Other schools and faculties, principally institutions for professional training, employed the remaining half of the full-time and two-thirds of the part-time university women teachers.

Quebec had the largest number of women teaching at the post-matriculation university level—410 in full-time teaching and 233 part time. In this province, a considerable number of women members of religious orders are engaged in teaching.

Ontario was next, with 245 full-time and 154 part-time, and Alberta was third with 27 full-time and 131 part-time. Manitoba had 83 full time, the third highest number of women in full-time teaching.

Women made up 19.7 per cent of all full-time university teaching staff in Nova Scotia, 19.0 per cent in Manitoba and 18.7 per cent in New Brunswick. These three provinces, along with Quebec, had a higher proportion of women full-time university teachers than that for Canada as a whole.

\* \* \*

Japan's female labour force has shown a steady increase during the postwar years. From a total of 13.5 million in 1948, the number of women workers rose to 17.5 million in 1955. At that date, 54.9 per cent of all women 14 years of age and over were in the labour force.

Wages, too, have advanced considerably but are generally lower than those paid to men.

Findings of a study on the employment of women are contained in a publication issued by the Women's and Minors' Bureau of the Ministry of Labour of Japan.

Principal among the reasons given for the increased number of women in the labour force are postwar social changes, which include equal educational opportunity and gradual acceptance of the principle of emancipation of women, and economic need.

Wages are highest in such industries as finance, insurance, transportation, communications and public utilities; in the manufacturing groups they fall below the average for all industries.

Progress is reported in the field of labour union activity. While there has been "ebb and flow," it is reported, women are winning increasingly more influence in the unions. Certain prejudices against women still remain, as well as unfavourable practices. In some of the unions women's divisions have been set up to tackle these problems and find a solution. Occupying their attention are such matters as equal pay for equal work, promotions, hours of work and maternity protection.

Their task is not an easy one, states the report, and "it is the common opinion of members of all women's divisions that they will have to make considerable efforts before they acquire, inside the union, an equal influence with men."

\* \* \*

In November 1956, women formed 69.2 per cent of the employees in the Canadian clothing industry (textile and fur), the Dominion Bureau of Statistics reports. In manufacturing the percentage was 22.7; durable goods, 11.7; non-durable goods, 33.8; textiles (except clothing) 36.4; transportation, storage and communication, 14.8; trade, 37; finance, insurance, real estate, 49.5; and service, 46.9. The industrial composite percentage was 22.2.

\* \* \*

The Business and Professional Women's Clubs of New Brunswick have requested that a bill be introduced at the current session of the Legislature providing that pay equal to that given men be given to the women of the province for equal work.

# I.D.I. Act Receives Royal Assent

Industrial Disputes Investigation Act receives royal assent. British Parliament enacts legislation penalizing fraudulent encouragement of emigration. Special committee enquires into child labour in Ontario

"An Act to Aid in the Prevention and Settlement of Strikes and Lockouts in Coal Mines and Industries Connected with Public Utilities," more briefly described as "The Industrial Disputes Investigation Act, 1907," which received royal assent in March 1907, was the subject of a special article in the *LABOUR GAZETTE* of April of that year.

In the six years during which records had been kept in the Department of Labour, the article pointed out, one-third of the number of workers affected by disputes had been employed in "what are by common consent denominated public utilities, *viz.*, mining, transport, street railways, telephony and telegraphy".

"Obviously," the article went on, "the public interest, not less than the interests of employer and employed, lies in the settlement of such disputes in their initial stages and before they have assumed so serious a form as a lockout or a strike."

One of the purposes of the Act, the *LABOUR GAZETTE* said, was to require such disputes to be submitted to what might be termed "compulsory investigation, during which the parties in dispute will be brought necessarily face to face, and that conference and discussion secured which in the past have usually taken place only after the rigorous and harmful step of bringing about on the one side or the other a suspension of work."

In September 1906, W. L. Mackenzie King, the Deputy Minister of Labour, went to England on a mission to try to secure legislation by the British Parliament to penalize the making of fraudulent representations for the purpose of encouraging or discouraging emigration. (See *L.G.*, April 1956, p. 411 and Sept. 1956, p. 1130 for a summary of the circumstances which led up to this).

The result of Mr. King's mission was that the British Parliament inserted a section in the Merchant Shipping Act, 1906, which made it an offence punishable by a maximum fine of £50 or a maximum of three months' imprisonment to use false pretences or fraud to induce any person "to emigrate or to engage a steerage passage in any ship".

A summary of the evidence given before a special committee of the Ontario Legislature appointed to inquire into the subject of child labour, given in the *Labour Gazette* of April 1907, contains the following items:

One witness said that in her opinion "children under 16 years of age could not safely work 60 hours per week".

The Secretary of the Provincial Board of Health, giving evidence, said that "children between 14 and 16 years of age should not work more than from 40 to 50 hours per week and not at all at night".

A provincial factory inspector said that "there was much evasion of the law in the matter of children's ages, children as young as five working in canning factories, and the hours sometimes lasting from 7 a.m. to 2 a.m."

The president of a canning company said that "he employed children of 12 in picking and hulling strawberries. Hours in the busy season for children under 14 were 14 for boys and 12 for girls".\* A doctor testified as to the unsanitary conditions of canning factories in the Niagara district.

In making its report, the committee admitted that in many cases child labour was "necessary" but held that "it should be so regulated as to do as little harm as possible to those engaged in it, such work to be not only harmless, but tending to the development of the child's faculties". Certain types of labour were, however, described as "coming within the undesirable class".

The committee said that existing laws lacked uniformity, the Shops Act, applying to places other than factories, permitting the employment of children as young as 10, while the Factories Act placed the age limit at 14. It recommended that the Shops Act be brought into conformity with the Factories and Truancy Acts.

The committee also recommended an extension of the Act to include family work under sweat-shop conditions in dwelling houses. Provisions were recommended for the inspection of hotels, concert halls, amusement resorts, etc., where children were often employed.

\*All quotations are from the *Labour Gazette's* summary, not from the committee's report.

# INTERNATIONAL LABOUR ORGANIZATION

## 134<sup>th</sup> Session, ILO Governing Body

Approves proposal to convene later this year a meeting of experts on radiation protection, series of conclusions on alleged violations of trade union rights, program to improve labour-management relations

A proposal from ILO Director-General David A. Morse that a meeting of experts on radiation protection be convened by the ILO towards the end of 1957 was approved last month at the 134th session of the Governing Body of the International Labour Organization.

The meeting would study the revision of provisions concerning ionising radiations contained in the Model Code of Safety Regulations for Industrial Establishments for the Guidance of Governments and Industry. The Model Code was published in 1949. Its revision has become indispensable because of the fresh knowledge since acquired on the biological as well as on the technical level.

The recommendations contained in the Model Code do not go beyond establishing certain standards in general terms, and give no indication of the practical measures by which these standards may be attained.

It is therefore considered to be of the greatest importance to put at the disposal of governments and industry and all other interested circles illustrated codes of practice which would provide the indispensable explanatory data needed for a solution of the main problems arising in protection against radiation.

The codes envisaged would be three in number: the first would deal with those basic principles of protection against radiation which are common to all application of nuclear techniques; the two others would deal with two relatively common uses of radiations—radiography by the use of x-rays and gamma rays, and the application of luminous compounds.

Finally, the experts will review the work already undertaken by the ILO in the field of protection of workers against radiation and the program of future action which has been drawn up by the ILO.

The Governing Body fixed at \$7,855,000 the ILO budget for 1958. This budget will

have to be approved by the International Labour Conference in June. The budget for 1957 was \$7,617,000.

The Governing Body took note of a report by its technical assistance committee reviewing ILO operational activities during 1956 and outlining the program for 1957.

It fixed the agenda of several ILO meetings to be held shortly and examined the results of recent meetings.

Examining the report of the Ad Hoc Meeting on Civil Aviation held last November, the Governing Body decided to transmit the record of proceedings of that session to governments with the request that the document be communicated to employers' and workers' organizations concerned.

The governments are invited to transmit to the ILO their own observations as well as those of organizations concerned.

On the other hand, the Governing Body asked the Director-General to study, on the basis of replies received up to the autumn session of the Governing Body, the possibility of convening a tripartite meeting on civil aviation. The meeting would be composed of government, worker and employer representatives. The bipartite meeting of last November was composed of representatives of air companies and airline personnel only.

During the current session, the Governing Body also adopted a series of conclusions with regard to complaints of violation of trade union rights, approved a program of action to improve labour-management relations and decided to call during the year a meeting of experts on workers' education.

### Violations of Trade Union Rights

In approving the 25th report of the Committee on Freedom of Association with regard to complaints of violation of trade union rights in various parts of the world, the Governing Body decided that certain

allegations against the governments of Greece, Peru, the United States and the United Kingdom (in respect of Jamaica) did not call for further examination.

With regard to Argentina, the Governing Body expressed its satisfaction at the measures taken by the Argentine government with a view to restoring fully freedom of association and to ensuring full observance of trade union rights.

In the case of the Dominican Republic, the Governing Body dealt with allegations relating to the right to strike, and requested the government to examine further certain regulations contained in the Labour Code in the light of international labour conventions ratified by the Dominican Republic.

In the case of Spain, the Governing Body did not accept the preliminary objections put forward by the Spanish Government as to the irreceivability of the complaint of the International Confederation of Free Trade Unions on the ground that this organization was not qualified to make it, and as to the lack of competence of the Committee on Freedom of Association on the ground of *res judicata*.

As regards Cyprus, the Governing Body decided that allegations relating to the state of emergency, protests against the deportation of Archbishop Makarios and other political matters did not call for further examination. It also decided that no further examination was called for in respect of certain other allegations, but drew the attention of the United Kingdom government to the importance attached by the ILO to the principle of freedom of trade union meetings, and to the right of all detained persons to receive a fair trial at the earliest possible moment.

The Governing Body also requested the United Kingdom government to submit further observations with respect to allegations relating to abrogation of the right to strike and powers to control employment.

Allegations against Hungary related to the arrest of certain members of workers' councils. The Governing Body "reaffirmed the importance which it has always attached to a prompt and fair trial by an independent and impartial judiciary in all cases, including cases in which trade unionists are charged with political or criminal offences which the government considers have no relation to their trade union functions".

It declared that these principles are fully applicable to the arrest of members of workers' councils by the Hungarian authorities.

The Governing Body adopted a resolution on Hungary, submitted by the Workers' group, that states that the Governing Body considers that the Hun-

garian authorities have failed to provide evidence of their willingness to take into account the recommendations formulated by the Governing Body at its 133rd session with a view to ensuring full freedom and independence for the Hungarian trade unions, and notes with concern the refusal of the Hungarian authorities to allow the United Nations to make an on-the-spot investigation of the situation.

The Governing Body calls on the United Nations to make renewed efforts to induce the Hungarian authorities to respect the General Assembly resolution concerning the possibility of conducting an on-the-spot investigation, confirms the ILO's desire to be closely associated with any action the United Nations may take regarding such an investigation, and calls on member states to support all efforts to promote the fullest respect for freedom of association and other civil and human rights in Hungary.

### Labour-Management Relations

The Governing Body adopted the broad lines of future ILO action in the field of labour-management relations. The program covers research studies and reports to be undertaken by the ILO secretariat as well as direct ILO technical assistance in the field to be given to such countries as request it.

Measures envisaged include:

- the sending of experts to assist governments in drafting legislation to provide for freedom of association, collective bargaining, conciliation and arbitration of disputes and any other matters which may contribute to sound and orderly labour-management relations;

- experts to assist in setting up the administrative machinery for establishing labour-management relations programs;

- fellowships to government administrators for study of law and practice in this field in other countries;

- sending teams of management and trade union leaders from countries with wide experience in labour-management relations to discuss with management and labour leaders in countries with less experience their labour-management relations problems and to help them to work out suitable approaches to them;

- in reverse, the granting of fellowships to teams of top management and top-grade union leaders from countries with less experience to study the approaches to labour-management relations in countries where the basis for sound relations has been established for some time;

- the organization of seminars and training conferences on a national or regional scale.

The publication of a series of practical and simplified manuals for the guidance of governments, or of worker or employer groups in countries now beginning to industrialize, is also planned, together with a series of individual plant studies covering

a wide range of industries in both advanced and developing countries.

The Governing Body also decided to convene, during the course of the year, a meeting of experts on workers' education.

## Labour's Gains in 1956 Modest; but Year Best One Yet—Morse

Employment up and unemployment at low level in most countries that report to ILO. Productivity and real wages average slightly higher

Labour made modest gains in 1956 compared with the impressive advances of earlier years, reports David A. Morse, Director-General of the International Labour Organization. But, he adds, these gains were general enough to make 1956 the best year yet in Labour's history.

In most countries reporting to the ILO, employment was up and unemployment stood at low levels. Productivity and real wages, on the average, were slightly higher, and protection afforded by social security schemes was more generally available and more liberal than before.

The ILO review is based primarily on official statistics transmitted by member governments to ILO headquarters at Geneva or appearing in national publications. The data relate in most cases to a period late in 1956 compared with the same period of 1955.

"Only a world which has grown accustomed to substantial gains year after year could regard 1956 as disappointing," he said. Nevertheless, he warned that the outlook at year's end was clouded by a number of unfavourable circumstances.

After several years of price stability, the threat of monetary inflation hung over most of the world, and industrial disputes—which had established a postwar low in 1954—were trending upward. Unemployment and poverty persisted in some areas.

Director-General Morse said statistics show that the greatest price increases were recorded in Asia and Latin America, although price increases were also general throughout Western Europe, North America and Oceania. A number of the governments of Eastern Europe have each year lowered the official prices of selected consumer items by official decree; such reductions were less evident in 1956, however, than in other recent years.

While wages rose slightly more rapidly than prices in most countries, a number of countries reported falls in real wages during 1956.

There was a growing tendency towards shortening the legal or normal working week, particularly in North America and in Western and Eastern Europe. In certain countries with full employment, the immediate effect was to raise gross weekly earnings because of interest in maintaining previous work schedules, even when this involved increased overtime payments.

The workers' level of living was also augmented by increased and extended social benefits in many countries.

Productivity continued to increase, but at a slightly lower pace than in 1955.

Information regarding industrial injuries received so far by the ILO suggests that the low accident rates of 1955 continued during 1956, although injury rates in coal mining seemed higher.

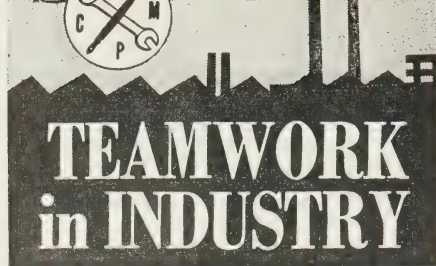
Labour disputes rose due to a variety of reasons, among them inflation, workers' demands for a greater share of industrial prosperity, and political unrest.

ILO statisticians estimate that total man-days lost through work stoppages in 1956 to be about one-sixth greater than in 1955.

Various measures of employment trends are available, some covering all branches of employment, some excluding agriculture and some limited to the manufacturing industry. Using the broadest indicator available for each country, 19 of the 23 countries reporting recent data showed increases in employment over 1955 levels.

In the United States there was an increase of about 1 per cent in the general level of employment, and almost 2 per cent in manufacturing employment, while unemployment tended to be slightly higher than

*(Continued on page 481)*



Labour-management co-operation at the John Labatt Company in London, Ontario, is a blend of "formal" labour-management committee organization and informal day-to-day management-union consultation. Both company and union realize that successful operation and efficient production require mutual employer-employee understanding, trust and respect.

The program of consultation at Labatt's began with a joint negotiation and consultative committee organized by a former vice-president of the company. This group's discussions covered a variety of matters concerning union and management. The principal idea behind these meetings was to give those responsible for negotiating a chance to know one another better without being under the pressures of collective bargaining. The current joint consultative committee at Labatt's descends directly from these earlier meetings.

Today there is a separate joint committee within each operating department of the brewery, and a top level union-management committee discusses company-wide matters. This committee is made up of the Production Manager and the department superintendents as management representatives, and the union President and five labour representatives. The Personnel Manager is secretary of the committee.

Discussions in the committee are broad and cover a wide range of topics. They do not in any way infringe on the established grievance procedure, but situations that might develop into grievances are sometimes spotted at an early stage and adjusted.

Basic to an understanding of the significance of union-management co-operation at Labatt's are these facts: first, the union (Local 1, National Brewery Workers' Union, CLC) was the first brewery local to be organized in Canada; and, second, Labatt's have recognized the rights of their employees to organize in a union of their own choice for almost 50 years. This continuous history of union-management relationships has created a solid foundation for teamwork and co-operation.

Personnel Manager Lloyd Leeming, commenting on the committee's work, and the need for labour-management consultation, said: "For many years the labour-manage-

ment committee has realized the vital role that each employee of the company plays in the success of the company's operations.

"To enable each employee to fulfil this role to the best of his or her ability, every effort is made to keep employees fully informed on the affairs of the company and, at the same time, provide employees with an opportunity to pass along their suggestions and ideas about the company to management.

"One of the most successful ways we have found to keep employees informed and to hear about their ideas is by holding regular meetings with the employees and with their representatives."

Speaking for the union, President P. J. Hurrell said: "Labour trouble develops when labour and management make no effort to offset minor differences before they can grow. Regular meetings (other than bargaining) provide an excellent opportunity for management and labour to meet and know each other. Mutual trust is essential if both groups are to work as a team and get the maximum reward from their efforts."

\* \* \*

Plans are currently going ahead for the 7th edition of "Operation Safety Week" in the British Columbia lumber industry. This promotion is a joint labour-management-government affair, designed to focus attention on the need for maximum safety in the extensive British Columbia forests products industry.

The program is under the direction of the Joint Committee, Forest Products Safety Week, which is "a voluntary labour-management-government organization united by mutual consent in a common effort to promote the elimination of accidents and to foster safer working conditions in the industry."

The committee has three specific aims:

1. To promote an industry-wide safety week.
2. To demonstrate that accidents can be prevented by means of sincere interest and determined action.
3. To permanently establish a higher standard of accident prevention performance in the industry.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for one day during February. The Board issued ten certificates designating bargaining agents and granted one application for revocation of certification. During the month the Board received eight applications for certification.

### Applications for Certification Granted

1. United Steelworkers of America, on behalf of a unit of employees of Bancroft Uranium Mines Limited, Bancroft, Ont. (L.G., Feb., p. 175).

2. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Faraday Uranium Mines Limited, Bancroft, Ont. (L.G., March, p. 310).

3. International Longshoremen's Association, Ind., Local 1845, on behalf of a unit of freight handlers employed by the Eastern Stevedoring Company Limited in the loading and unloading of coastwise vessels at the Port of Montreal (L.G., Jan., p. 60).

4. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Westmount Moving and Warehousing Limited, operating in and out of Montreal (L.G., March, p. 310).

5. International Association of Machinists, Local 1522, on behalf of a unit of employees of Atomic Energy of Canada Limited, Chalk River, Ont. (L.G., Feb., p. 176).

6. Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors' International Union of America, on behalf of a unit of barbers employed by Canadian National Hotels Limited in the Chateau Laurier, Ottawa (L.G., Feb., p. 176).

7. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Greyhawk Uranium Mines Limited, Bancroft, Ont. (L.G., Feb., p. 176).

8. International Union of United Brewery, Flour, Cereal, Soft Drink and Dis-

tillery Workers of America, Grain Workers Local No. 333, on behalf of a unit of elevator department employees employed by the Saskatchewan Wheat Pool at Vancouver (L.G., March, p. 310).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of galley personnel employed aboard vessels operated by the Canadian Pacific Railway Company, British Columbia Coast Steamship Service (L.G., March, p. 310).

10. International Longshoremen's and Warehousemen's Union, Local 504, on behalf of a unit of deepsea longshoremen employed in the Victoria, B.C., district by Empire Stevedoring Company Limited, Canadian Stevedoring Company Limited, and Western Stevedoring Company Limited, as represented by the Shipping Federation of British Columbia (L.G., March, p. 310).

### Application for Revocation of Certification Granted

The Board granted an application for revocation of certification affecting Emilien Beaulieu, *et al*, applicants, and the St. Maurice District Radio Employees' Union, respondent, and the Shawinigan Falls Broadcasting Company, Ltd., Shawinigan Falls, Que., respondent (L.G., March, p. 311).

### Applications for Certification Received

1. National Association of Broadcast Employees and Technicians, Local 64, on behalf of a unit of employees of the Newfoundland Broadcasting Co. Ltd., St. John's, Nfld. (Investigating Officer: W. L. Taylor).

2. International Brotherhood of Electrical Workers, Local 424, on behalf of a unit of electrical mechanics and electronic technicians employed by Canadian Pacific Air

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

Lines, Limited, at Edmonton (Investigating Officer: G. R. Currie).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Niagara Television Limited, Hamilton (Investigating Officer: F. J. Ainsborough).

4. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers employed by Can-Met Explorations Limited, Township 144, District of Algoma, Ontario (Investigating Officer: F. J. Ainsborough).

5. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1502, on behalf of a unit of transportation inspectors employed by the Ottawa Transportation Commission (Investigating Officer: B. H. Hardie).

6. Cold Storage, Grain Workers and General Maintenance Union, Local No. 1, National Harbours Board, Halifax, N.S., on behalf of a unit of employees of the National Harbours Board (Investigating Officer: D. T. Cochrane).

7. Warehousemen and Miscellaneous Drivers, Local Union 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited operating in and out of Toronto (Investigating Officer: A. B. Whitfield).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of deckhands employed aboard the M.V. *Burnaco* by the Boom Chain Transportation Company Limited, Vancouver (Investigating Officer: G. R. Currie).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

# Cconciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Robin Hood Flour Mills, Moose Jaw, and Local 201, Flour and Cereal Workers Division, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

2. Eastern Air Lines, Inc. (Traffic Department) and International Association of Machinists (Conciliation Officer: R. Trépanier).

3. Western Canada Greyhound Lines Limited, Calgary, and Local 1374, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America (Conciliation Officer: D. S. Tysoe).

## Settlements Reported by Conciliation Officers

1. Robin Hood Flour Mills, Saskatoon, and Local 342, Flour and Cereal Workers Division, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., March, p. 312).

2. National Harbours Board, Halifax, and Canadian Brotherhood of Railway Employees and Other Transport Workers (Conciliation Officer: D. T. Cochrane) (L.G., March, p. 312).

## Conciliation Board Fully Constituted

1. The Board of Conciliation and Investigation established in January to deal with matters in dispute between Radio Saguenay Limited (Station CKRS), Jonquiere, Que., and the National Association of Broadcast

Employees and Technicians (L.G., March, p. 312) was fully constituted in February with the appointment of the Hon. Mr. Justice Edouard Tellier, Montreal, as Chairman. Mr. Justice Tellier was appointed by the Minister in the absence of a joint recommendation from the other two members, Eugene Lacasse, Montreal, and Robert Auclair, Arvida, Que., who were previously appointed on the nomination of the company and union respectively.

## Settlements Following Board Procedure

1. Railway Express Agency, Inc., New York, U.S.A., and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (L.G., Jan., p. 63).

2. Canadian Broadcasting Corporation and Canadian Wire Service Guild (Local 213, American Newspaper Guild) (L.G., March, p. 312).

3. Canadian Pacific Railway Company (Eastern, Prairie and Pacific Regions) and the Brotherhood of Locomotive Engineers (L.G., March, p. 312).

## Disputes Not Settled Following Board Procedure

1. Shawinigan Falls Broadcasting Company Limited and St. Maurice Radio Employees Union (L.G., Feb., p. 177).

2. Polymer Corporation Limited, Sarnia, and Local 16-14, Oil, Chemical and Atomic Workers' International Union (L.G., March, p. 312). In February, the Minister appointed Eric G. Taylor, Toronto, to mediate the dispute and a settlement was announced in the latter part of the month.

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## 1956 Wage Increases in N.Y. State Average 10.4 Cents

Wage increases averaged 10.4 cents an hour in 626 collective bargaining settlements reached in New York state from July to December 1956, according to a summary recently published by the state Department of Labor. This compares with an average increase of 8.4 cents an hour in 644 settlements made during the same period in 1955.

Of the 1956 agreements, 3 per cent provided no general wage increase, the average for all the other settlements being 10.5 cents increase. Changes in fringe benefits occurred in 70 per cent of the July to

December contracts; 40 per cent established new, or modified existing, health and welfare plans; and a sixth of them included changes in pension plans.

More liberal paid vacation provisions were included in 179 of the 626 agreements. In 22 contracts, three weeks' vacation are allowed after periods of service varying from three to 20 years—usually 10 or 12 years. A vacation of four weeks is provided for in 11 agreements—generally after 20 or 25 years' service, but in one case after only five years.

# COLLECTIVE AGREEMENTS

## Collective Agreements in Canadian Manufacturing Industries, 1956

Significant changes in agreements negotiated during past four years are: further reduction in working time and increase in length of paid vacations, in number of paid statutory holidays, and in premium pay

Labour-management negotiations throughout the manufacturing industries over the past four years have resulted in marked changes in the over-all picture of collective agreements. Bargained in the atmosphere of a buoyant economy, the changes almost without exception brought better working conditions for the Canadian worker.

The significant non-wage changes that have affected the Canadian manufacturing agreements since 1952, changes which seem likely to have a further effect on collective bargaining in Canada, are a further reduction in working time, an increase in the length of paid vacations, an increase in the number of paid statutory holidays, an increase in rates of pay for work on unscheduled days. There has also been a strengthening of union security, as illustrated by the greater number of union shop and compulsory check-off provisions. Finally, a lengthening in the term of agreements is also noted.

### Duration of Agreements

Agreements are now most frequently negotiated for two-year periods\*. In the 1953 study the great majority of agreements were for a duration of one-year. In the present study the proportion of one-year agreements had dropped to four out of ten. Moreover, the 1956 study suggests that the two-year agreements cover industrial units of small and medium sizes as well as bargaining units of a thousand or more employees. The increase in the number of two-year agreements is no doubt related to the promising prospects which the Canadian economy has offered during recent years and to a desire to induce a greater degree of stability to labour-management relations.

### Working Time

Other changes of importance have affected clauses referring to working time.

\*Most of these two-year agreements provide wage increases in both years. For further information on this subject, see *LABOUR GAZETTE*, March, page 337.

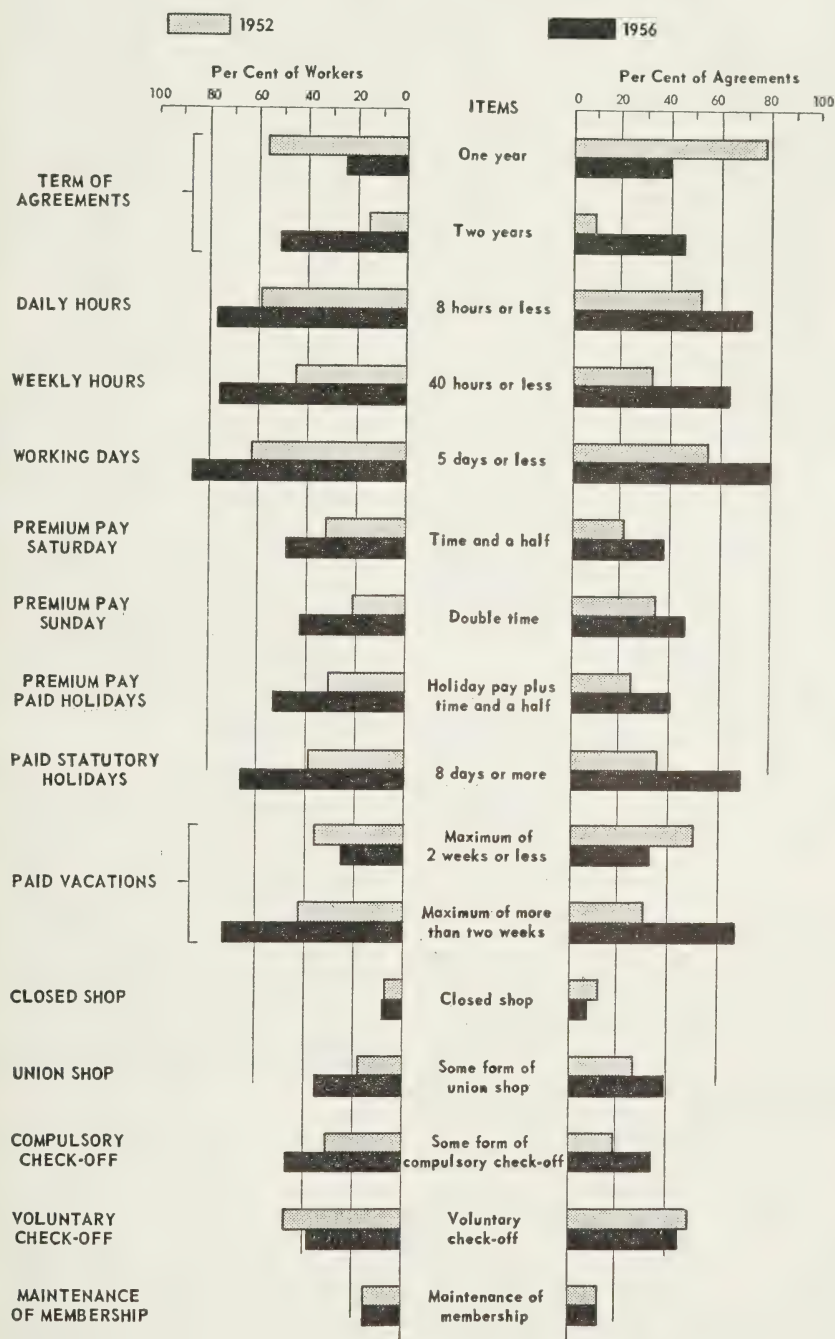
The Economics and Research Branch of the Department of Labour has surveyed the main provisions of 458 contracts, covering 308,500 workers, selected from the more than 3,000 labour contracts in the manufacturing industries presently on file in the Branch. A previous study of this nature, published in 1953, covered selected agreements in effect in 1952 (L.G. 1953, p. 221). In the present study, a distribution of the agreements analyzed is shown by industry in Table 1, by region in Table 2, by size of bargaining unit in Table 3, by union affiliation in Table 4 and by employer unit in Table 5. Table 6 shows the frequency of the various items such as term of agreement, form of union security, working time, statutory holidays, etc. In this article the frequency of the main provisions of Table 6 are compared with those of a similar table in the 1953 study. The accompanying chart illustrates the major changes between the two studies.

Whether the clauses examined refer to daily hours, weekly hours or the number of working days in the week, a reduction of the working time is evident. For example, in 1956 three-quarters of the workers were on an eight-hour day, compared with little more than one half in 1952. In 1956 seven out of ten workers were covered by a 40-hour week, while in 1952, the number was four out of ten. Finally, the five-day week clause now covers eight workers out of ten—against six in 1952. The study also suggests that these changes have taken place in bargaining units of all sizes.

### Saturday and Sunday Work

With the reduction of the working time, more attention is being paid in the agreements to work performed at premium rates of pay. For example, with the introduction of the five-day week in a greater number of firms, work performed on Saturdays (or on an alternative sixth day in the week) is more frequently subject to a premium pay clause. A comparison of the 1952 and 1956 figures illustrates this statement: in 1956, five workers out of ten were entitled under the contract to time and a half for

# MAJOR CHANGES IN COLLECTIVE AGREEMENTS IN THE MANUFACTURING INDUSTRIES, 1952-1956



**TABLE 1—AGREEMENTS AND WORKERS COVERED BY INDUSTRY**

Industry	Agreements		Workers	
	Number	Per Cent	Number	Per Cent
Foods and beverages.....	63	14	29,300	10
Tobacco and its products.....	5	1	3,300	1
Rubber products.....	9	2	7,400	3
Leather products.....	16	3	3,000	1
Primary textile products.....	26	6	16,100	5
Clothing.....	29	7	26,300	8
Wood products.....	31	7	25,300	8
Pulp and paper products.....	34	7	15,400	5
Printing and publishing.....	27	6	6,300	2
Iron and Steel products.....	75	17	48,200	16
Primary iron and steel.....	9	2	20,000	6
Machinery.....	17	4	6,500	2
Sheet metal.....	17	4	7,300	3
Agricultural implements.....	4	1	6,400	2
Other iron and steel.....	28	6	8,000	3
Transportation equipment.....	52	11	59,500	19
Aircraft and parts.....	8	2	15,800	5
Motor vehicles and parts.....	18	4	28,000	9
Railroad rolling stock.....	11	2	4,600	1
Shipbuilding.....	2	0	7,400	3
Other transportation equipment.....	7	1	3,700	1
Non-ferrous metal products.....	16	3	22,800	7
Electrical apparatus and supplies.....	24	5	26,800	8
Non-metallic mineral products.....	17	4	4,800	2
Products of petroleum and coal.....	7	1	3,600	1
Chemical products.....	18	4	7,500	3
Other manufacturing.....	9	2	2,900	1
Totals.....	458	100.0	308,500	100.0

Saturday work—against only three in 1952. Also, the proportion of workers covered by agreements with special provision for Saturday work has increased to seven out of ten in the present survey compared with five out of ten in 1952.

Moreover, as far as Sunday work is concerned, there has been a significant swing from provisions for time and one-half to double time. In 1956, five workers out of ten were under contracts paying double time for Sunday work (or seventh day) as against two in 1952.

#### Work on Paid Holidays

Regarding work performed on paid holidays, it is indicated that there is a swing from holiday pay plus straight time to holiday pay plus time and a half. Double time in addition to holiday pay is also to be found more frequently but is still the exception.

**TABLE 2—AGREEMENTS AND WORKERS COVERED BY GEOGRAPHICAL DISTRIBUTION**

Regions	Agreements		Workers	
	No.	%	No.	%
Maritimes.....	35	8	14,600	5
Quebec.....	122	27	86,300	28
Ontario.....	193	42	140,500	45
Parities.....	48	10	10,400	3
British Columbia.....	53	12	38,900	13
More than one.....	7	1	17,800	6
Totals.....	458	100.0	308,500	100.0

There has also been a noticeable increase in the number of workers covered by clauses providing for time and a half for work performed for a certain number of hours after standard daily or weekly hours and for a higher rate thereafter; the study suggests that since 1952 some industrial units of a larger size have included this clause in their agreements.

#### Statutory Holidays and Vacations

Clauses providing for leisure time, *i.e.*, paid statutory holidays and paid vacations, have also been subject to important changes. First, according to the 1956 study, agreements with no provision for paid statutory holidays have almost disappeared. Second, clauses providing for eight or more paid statutory holidays are now much more frequent than they were in 1952. Seven

**TABLE 3—AGREEMENTS AND WORKERS COVERED BY SIZE OF BARGAINING UNIT**

Size	Agreements		Workers	
	No.	%	No.	%
Under 50.....	51	11	1,300	—
50 and under 100.....	69	15	5,000	2
100 and under 300.....	122	27	22,200	7
300 and under 500.....	79	17	29,900	10
500 and under 1,000.....	62	13	43,900	14
1,000 and under 2,500.....	54	12	79,200	26
2,500 and under 5,000.....	9	2	33,600	11
5,000 and over.....	12	3	93,400	30
Totals.....	458	100.0	308,500	100.0

**TABLE 4—AGREEMENTS AND WORKERS COVERED BY UNION AFFILIATION**

Affiliation	Agreements		Workers	
	Number	Per Cent	Number	Per Cent
American Federation of Labour and Congress of Industrial Organizations/Canadian Labour Congress.....	332	73	209,900	68
Canadian Labour Congress only.....	24	5	7,300	2
American Federation of Labour and Congress of Industrial Organizations only.....	6	1	2,300	1
Canadian and Catholic Confederation of Labour.....	38	8	32,700	11
Independent international unions.....	17	4	27,900	9
Independent national and regional unions.....	13	3	7,000	2
Local organizations.....	28	6	21,400	7
Totals.....	458	100.0	308,500	100.0

out of ten workers now have eight or more paid holidays compared with four out of ten in 1952.

More liberal paid vacation plans are also indicated. There has been a swing from a maximum of two weeks to a maximum of three or four weeks. The proportion of agreements providing annual vacations of more than two weeks has advanced from one-third to two-thirds.

### Union Security

The 1956 study suggests that a strengthening of union security has taken place in the Canadian manufacturing industries since 1952. For example, the total number of workers covered by some union security provision has increased by about one-fifth since 1952. Moreover, twice as many workers are covered by some form of union shop clause in 1956 as in 1952: four out of ten workers against two.

It shows also that there has been a marked increase in the number of workers covered by some form of compulsory

check-off clause—five workers out of ten are now covered by this type of clause, against three in 1952. On the other hand, there has been a decline in the frequency of voluntary check-off clauses.

In 1956 as in 1952, it is still the exceptional case where the worker is required to be a union member before he is hired, *i.e.*, the closed shop; the frequency of the maintenance of membership clauses has also remained unchanged.

### Guaranteed Earnings

A new form of guaranteed earnings is indicated by the 1956 study: the "Supplemental Unemployment Benefit"<sup>†</sup>. Eleven per cent of the workers are covered by a SUB clause and three per cent of the agreements have such a provision. The disparity between these figures suggests that the SUB clauses are to be found in agreements covering large industrial units.

### Seniority, Grievance Procedure

The 1956 study also indicates that since 1952 the frequency of several clauses has remained unchanged. For example, regarding seniority, both studies indicate that the most popular plan, in terms of workers covered, combines plant and departmental seniority; both studies show that for 90 per cent of the workers, their position on a list of employees arranged according to length of service influences the likelihood of their being laid off, re-hired or promoted.

These studies also show that practically all agreements include grievance procedures.

<sup>†</sup>A Supplemental Unemployment Benefit clause usually provides for the payment of benefits—out of a jointly or employer financed fund—in case of unemployment. This supplemental benefit is paid in addition to the benefits provided for under the Unemployment Insurance Commission.

**TABLE 5—AGREEMENTS AND WORKERS COVERED BY EMPLOYER UNIT**

Employer Unit	Agreements		Workers	
	No.	%	No.	%
Association of employers.....	34	7	35,300	12
Number of employers each sign identical agreement where existence of an employers' association is not indicated.....	27	6	25,600	8
One employer but agreement covering more than one establishment.....	42	9	77,800	25
One employer for one establishment.....	355	78	169,800	55
Totals.....	458	100.0	308,500	100.0

**TABLE 6—SELECTED PROVISIONS FROM AGREEMENTS IN CANADIAN  
MANUFACTURING INDUSTRIES, 1956**

(458 agreements, covering 308,500 workers)

Provisions	Agreements		Workers Covered	
	Number	Per Cent of Total	Number	Per Cent of Total
<b>Term of Agreement:</b>				
Less than 1 year.....	2		300	
1 year.....	178	39	76,300	25
More than 1 but less than 2 years.....	32	7	16,200	5
2 years.....	207	45	161,100	52
More than 2 years but less than 3 years.....	8	2	26,300	9
3 years.....	24	5	12,700	4
More than 3 years.....	7	2	15,600	5
<b>Renewal:</b>				
Year to year, subject to notice.....	378	83	231,200	75
Specified period, subject to notice.....	29	6	17,100	6
Indefinitely, subject to notice.....	10	2	10,800	3
Other.....	7	2	12,300	4
No provision.....	34	7	37,100	12
<b>Worker Coverage:</b>				
Non-office and office.....	4	1	2,500	1
Non-office.....	359	78	267,800	87
Office.....	11	2	5,500	2
Specific crafts or occupations.....	54	12	18,400	6
Professional and/or technical.....	1		400	
As specified in certification but not detailed in agree- ment.....	23	5	12,200	4
Other.....	3	1	1,300	
Not specified.....	3	1	400	
<b>Union Security:</b>				
Closed shop.....	38	8	26,900	9
Union shop.....	108	23	60,400	20
Modified union shop (compulsory membership for new employees only with maintenance of membership for others).....	56	12	41,500	13
Modified union shop (compulsory membership for new employees without maintenance of membership for others).....	17	4	9,400	3
Maintenance of membership for present and future union members.....	55	12	50,300	16
Preferential hiring only.....	12	3	5,900	2
Other.....	3	1	300	
No provision.....	169	37	113,800	37
<b>Check-off:</b>				
Compulsory for all employees combined with closed or full union shop.....	42	9	35,900	12
Compulsory for all employees without closed or full union shop.....	81	18	66,700	22
Compulsory for union members (no closed or union shop).....	9	2	5,100	1
Voluntary and irrevocable during term of agreement....	99	22	70,700	23
Voluntary and revocable.....	47	10	22,700	7
Voluntary, revocability not mentioned.....	59	13	29,300	9
Voluntary for old employees, compulsory for new employees.....	21	4	38,900	13
Other.....	10	2	2,700	
No provision.....	90	20	36,500	12
<b>Other Union Status Provisions: *</b>				
Joint union-management job evaluation program.....	114	25	124,500	40
Joint consultation on other matters.....	161	35	156,800	51
Union officials to have access to premises of employer....	74	16	59,900	19
Union to admit applicants for membership without undue restriction.....	38	8	27,800	9
Union to have use of bulletin boards.....	298	65	215,000	70
No provision.....	57	12	13,300	4
<b>Daily Hours:</b>				
Less than 8.....	21	5	6,200	2
8.....	301	66	230,100	75
Over 8 and under 9.....	29	6	23,700	8
9.....	35	8	13,300	4
Over 9.....	15	3	3,500	
Varies with seasons, plants or occupations.....	33	7	19,000	6
Daily hours cannot be ascertained.....	16	3	7,900	3
No provision.....	8	2	4,800	2
<b>Weekly hours:</b>				
37½ or less.....	18	4	6,100	2
Over 37½ and under 40.....	4	1	200	
40.....	264	58	226,400	74
Over 40 and under 44.....	39	8	29,100	9
44.....	25	5	7,500	2
Over 44 and under 48.....	37	8	12,700	4
48.....	21	5	5,900	2

**TABLE 6—SELECTED PROVISIONS FROM AGREEMENTS IN CANADIAN  
MANUFACTURING INDUSTRIES, 1956**

(458 agreements, covering 308,500 workers)

Provisions	Agreements		Workers Covered	
	Number	Per Cent of Total	Number	Per Cent of Total
<b>Weekly hours: (Concl'd)</b>				
Over 48.....	13	3	3,100	1
Varies with seasons, plants or occupations.....	29	6	11,600	4
No provision.....	8	2	5,900	2
<b>Days Per Week:</b>				
Less than 5.....	2		1,000	
5.....	361	80	263,600	86
5½.....	32	7	8,900	3
6.....	19	4	3,900	1
Varies with seasons, plants or occupations.....	19	4	14,100	5
Other.....	1		3,500	1
Days per week cannot be ascertained.....	9	2	6,500	2
No provision.....	15	3	7,000	2
<b>Paid Meal Periods:</b>				
20 minutes.....	14	3	10,700	3
30 minutes.....	18	4	18,100	6
Other duration.....	21	5	14,500	5
No provision.....	405	88	265,200	86
<b>Rest Period:</b>				
10 minutes once a day.....	13	3	8,200	3
15 minutes once a day.....	6	1	9,500	3
10 minutes twice a day.....	117	26	68,400	22
15 minutes twice a day.....	16	4	9,500	3
Other.....	25	5	14,300	5
No provision.....	281	61	198,600	64
<b>Overtime Rates:</b>				
Time and one-half after standard hours per day only....	121	26	74,100	24
Time and one-half after standard hours per day and per week.....	131	29	118,800	39
Time and one-half after standard hours per week only....	24	5	10,500	3
Time and one-half for work outside of designated working hours.....	46	10	27,100	9
Time and one-half for specified number of hours, rate higher thereafter.....	93	20	60,100	19
Straight time for short period before overtime rate of time and one-half is applicable.....	7	2	2,900	1
Other.....	24	5	9,700	3
No provision or rates not given.....	12	3	5,300	2
<b>Pay for Saturday or Alternative 6th Day:</b>				
Time and one-half.....	167	37	149,800	49
Regular pay in morning; and time and one-half after noon.....	20	4	9,000	3
Double time.....	16	4	6,100	2
Time and one-half for morning; double time after noon....	20	4	7,100	2
Provisions vary with different sections or occupations..	8	2	6,800	2
Work prohibited.....	6	1	11,500	4
Compensatory time off.....	5	1	2,700	1
Time and one-half for stipulated time and double time thereafter.....	15	3	11,500	4
Other premium pay provisions.....	9	2	3,900	1
No special provision.....	192	42	100,100	32
<b>Pay for Sunday or Alternative 7th day:</b>				
Time and one-half.....	135	29	95,700	31
Double time.....	209	46	128,800	42
Double time and one-half.....	4	1	13,800	5
Provisions vary with different sections or occupations..	5	1	2,900	1
Work prohibited.....	3	1	7,800	2
Other premium pay provisions.....	10	2	10,700	3
No special provision.....	92	20	48,800	16
<b>Statutory Holidays Observed:</b>				
4.....	3	1	1,200	
5.....	14	3	5,900	2
6.....	26	6	17,100	6
7.....	36	8	28,600	9
8.....	242	53	169,500	55
9 or more.....	119	26	81,000	26
Varies for different employees.....	16	3	5,000	2
No provision.....	2		200	
<b>Paid Statutory Holidays:</b>				
3 or less.....	19	4	18,200	6
4.....	10	2	5,100	2
5.....	17	4	6,900	2
6.....	29	6	20,100	7
7.....	47	10	46,500	15
8.....	243	53	166,600	54
9 or more.....	66	15	37,900	12

**TABLE 6—SELECTED PROVISIONS FROM AGREEMENTS IN CANADIAN  
MANUFACTURING INDUSTRIES, 1956**

(458 agreements, covering 308,500 workers)

Provisions	Agreements		Workers Covered	
	Number	Per Cent of Total	Number	Per Cent of Total
Paid Statutory Holidays: (Concl'd)				
Varies for different employees.....	15	3	5,800	2
No provision.....	12	3	1,400	
Pay Rates for Unpaid Holidays Worked:				
Time and one-half.....	58	13	58,100	18
Double time.....	23	5	9,100	3
Rate varies for different days, sections of occupations.....	4	1	2,000	1
Other.....	6	1	2,300	1
No provision.....	367	80	237,000	77
Pay Rates for Paid Holidays Worked:				
Time and one-half.....	23	5	8,800	3
Double time.....	110	24	65,300	21
Double time and one-half.....	183	40	161,500	53
Triple time.....	46	10	28,000	9
Compensatory time off.....	4	1	400	
Time and one-half and another day off with pay.....	12	3	7,100	2
Double time and another day off with pay.....	6	1	3,300	1
Other.....	17	4	7,000	2
No provision.....	57	12	27,100	9
Paid Vacations:*				
Uniform plan—1 week				
After 1 year of service or less.....	24	5	25,600	8
After other period of service.....	1		1,000	
Uniform plan—2 weeks				
After 1 year of service or less.....	27	6	14,200	5
After other period of service.....	3	1	3,300	1
Uniform plan—3 weeks				
After 1 year of service or less.....	2		300	
After other period of service.....	1		100	
Graduated plan—1 week				
After 1 year of service or less.....	348	76	241,300	78
After other period of service.....	14	3	8,400	3
Graduated plan—2 weeks				
After 1 year of service or less.....	62	14	20,600	7
After 2 years of service.....	46	10	28,800	9
After 3 years of service.....	122	27	101,800	33
After 4 years of service.....	14	3	6,100	2
After 5 years of service.....	141	31	108,100	35
After more than 5 years of service.....	4	1	1,200	
Service requirements not stated.....	12	3	10,700	3
Graduated plan—3 weeks				
After 5 years of service.....	6	1	2,100	1
After 10 years of service.....	24	5	5,600	2
After 15 years of service.....	204	45	192,400	62
After 20 years of service.....	36	8	13,000	4
After more than 20 years of service.....	21	5	8,200	3
After other period or service requirement not stated.....	14	3	4,200	1
Graduated plan—4 weeks				
After more than 20 and less than 25 years of service.....	2		400	
After 25 years or more of service.....	36	8	37,100	12
Service requirement not stated.....	2		700	
No provision for vacation.....	6	1	2,100	1
Sick Leave With Pay:				
Specified period at full pay, cumulative.....	19	4	7,800	2
Specified period at full pay, non-cumulative.....	7	2	1,700	1
Unspecified period at full pay.....	2		200	
At discretion of management.....	5	1	2,900	1
Other.....	14	3	19,400	6
No provision.....	411	90	276,500	90
Paid Leaves of Absence: *				
Death in the family.....	62	14	43,300	14
Illness in the family.....	6	1	7,400	2
Jury duty or court witness.....	50	11	69,800	23
Other.....	18	4	5,600	2
No provision.....	358	78	216,000	70
Unpaid Leaves of Absence—Union				
Business and Military: *				
Extended leave for permanent union officers.....	147	32	174,700	57
Limited leave for attendance at union meetings.....	187	41	169,700	55
Leave for military service.....	75	16	67,600	22
Other.....	27	6	28,300	9
No provision.....	181	40	79,600	26
Other Unpaid Leaves of Absence: *				
Maternity leave.....	25	6	22,900	7
Personal reasons.....	246	54	206,800	67
No provision.....	207	45	99,600	32

**TABLE 6—SELECTED PROVISIONS FROM AGREEMENTS IN CANADIAN  
MANUFACTURING INDUSTRIES, 1956**

(458 agreements, covering 308,500 workers)

Provisions	Agreements		Workers Covered	
	Number	Per Cent of Total	Number	Per Cent of Total
<b>Wage Differentials for Women: *</b>				
Equal pay provision.....	47	10	51,700	17
Lower hiring rate for women.....	85	19	55,500	18
Special job classifications for women.....	125	27	89,300	29
Lower wage rates for women in same job classification as men.....	54	12	34,200	11
No provision.....	287	63	189,100	61
<b>Method of Wage Payment:</b>				
Hourly rates only.....	238	52	115,300	37
Other time rates only.....	33	7	21,900	7
Piece or commission rates only.....	3	1	500	
Hourly and other time rates.....	19	4	8,800	3
Time and piece or commission rates.....	111	24	107,500	35
Time rates with individual incentive pay.....	34	8	44,600	15
Time rates with group incentive plan.....	9	2	6,300	2
No provision.....	11	2	3,600	1
<b>Individual Wage Adjustments: *</b>				
Merit increases.....	24	5	14,900	5
Automatic increase based on length of service.....	51	11	60,600	20
Automatic increase based on length of service and merit.....	31	7	24,100	8
Ranges of rates provided but basis of adjustment not stated.....	68	15	39,500	13
Premium pay for hazardous work.....	3	1	1,000	
Premium pay for dirty or distasteful work.....	29	6	24,600	8
Provision for lower wage rates for handicapped workers.....	37	8	28,500	9
Other.....	2		500	
No provision.....	256	56	159,000	52
<b>General Wage Adjustments During Life of Agreement: *</b>				
Reopening permitted at any time upon notice.....	4	1	2,100	1
Reopening permitted at specified time or times.....	41	9	49,300	16
Reopening clause based on cost of living changes.....	12	3	8,800	3
Automatic cost of living escalator clause.....	46	10	47,600	15
Other.....	14	3	22,300	7
No provision for above.....	347	76	204,500	66
<b>Shift Schedules and Differentials:</b>				
Two-shift system, no differential.....	6	1	1,100	
Two-shift system, differential.....	40	9	16,600	5
Three-shift system, no differential for any shift.....	5	1	2,800	1
Three-shift system, equal differential for second and third shift.....	52	11	53,200	17
Three-shift system, higher differential for third than for second shift.....	131	29	132,400	43
Shift work indicated but number of shifts not stated, no differential.....	14	3	3,200	1
Shift work indicated but number of shifts not stated, with differential.....	101	22	48,600	16
No provision.....	109	24	50,600	17
<b>Guaranteed Earnings (Weekly or More):</b>				
Work or wages guaranteed for 20 weeks or more during year.....	1		1,300	
Supplementary unemployment benefit plan.....	12	3	32,600	11
Work or wages guaranteed for more than one week but less than 20 weeks.....	5	1	3,500	1
Work or wages guaranteed for one week.....	17	4	16,200	5
Other.....	7	1	8,700	3
No provision.....	416	91	246,200	80
<b>Reporting Pay (Regular Work):</b>				
Full day of work or pay.....	29	6	10,600	3
4 hours of work or pay.....	180	40	161,000	52
3 hours of work or pay.....	38	8	23,400	8
2 hours of work or pay.....	28	6	33,700	11
Other.....	11	2	6,000	2
No provision.....	172	38	73,800	24
<b>Call-in Pay:</b>				
Minimum number of hours at straight time or overtime rate whichever is applicable.....	129	28	104,300	34
Minimum number of hours at straight time or actual hours worked at overtime rate, whichever is greater.....	40	9	34,300	11
Time and one-half for minimum of 4 hours.....	25	5	22,500	7
Time and one-half for minimum of 3 hours.....	21	5	22,200	7
Time and one-half for minimum of 2 hours.....	21	5	8,500	3
Other.....	28	6	25,100	8
No provision.....	194	42	91,500	30

**TABLE 6—SELECTED PROVISIONS FROM AGREEMENTS IN CANADIAN  
MANUFACTURING INDUSTRIES, 1956**

(458 agreements, covering 308,500 workers)

Provisions	Agreements		Workers Covered	
	Number	Per Cent of Total	Number	Per Cent of Total
<b>Profit Sharing, etc.:</b>				
Profit-sharing plan.....	2		700	
Bonus plan.....	21	5	9,800	3
Other.....	3	1	800	
No provision.....	434	94	298,100	97
<b>Severance Pay:</b>				
Maximum of one week's pay.....	12	3	4,200	1
Maximum of more than one but not over two weeks' pay.....	2		300	
Maximum of more than two weeks' pay.....	10	2	12,000	
Pay in lieu of notice of layoff.....	8	2	7,900	3
Other.....	9	2	5,100	2
No provision.....	417	91	279,000	90
<b>Apprenticeship:</b>				
2 years.....	5	1	2,100	1
Over 2 but not more than 4 years.....	41	9	46,700	15
4 years.....	35	8	14,100	5
Varying lengths of apprenticeship.....	19	4	18,800	6
Length of apprenticeship not specified.....	60	13	79,500	25
No provision.....	298	65	147,300	48
<b>Seniority Unit:</b>				
Unit not stated.....	67	15	20,500	7
Within craft or occupation only.....	29	6	7,500	2
Department.....	65	14	22,800	7
Plant.....	85	19	42,600	14
Craft or occupation and department.....	16	4	16,200	5
Craft or occupation, department and plant.....	17	4	44,200	14
Craft or occupation and plant.....	12	3	14,700	5
Department and plant.....	111	24	105,600	34
Department and company.....	2		2,100	1
Plant and company.....	2		3,500	1
Other.....	9	2	5,100	2
No provision.....	43	9	23,700	8
<b>Seniority Recognition:</b>				
In layoffs only.....	9	2	3,300	1
In promotions only.....	5	1	2,000	1
In rehiring only.....	2		1,800	1
In layoffs and promotions.....	7	2	2,200	1
In layoffs and rehiring.....	28	6	14,500	5
In promotions and rehiring.....	3	1	900	
In layoffs, promotions and rehiring.....	193	42	134,800	43
In choice of vacations and/or work.....	7	2	2,900	1
Layoffs and choice of vacations and/or work.....	3	1	200	
Layoffs, promotions and choice of vacations and/or work.....	4	1	600	
Layoffs, rehiring and choice of vacations and/or work.....	8	2	4,100	1
Layoffs, promotions, rehiring and choice of vacations and/or work.....	134	29	110,900	36
Other.....	10	2	3,100	1
No provision.....	45	9	27,200	9
<b>Special Seniority Rights: *</b>				
Union stewards and/or officials.....	122	27	115,100	37
Specified skilled employees.....	53	12	63,300	21
Handicapped and disabled employees.....	67	15	79,300	26
Separate seniority unit for women.....	26	6	38,400	12
Other.....	46	10	65,300	21
No provision.....	260	57	108,900	35
<b>Safety:</b>				
General safety statement only.....	126	28	70,300	23
Specific safety rules listed.....	19	4	9,600	3
Joint employer-union safety committee.....	8	2	7,100	2
General safety statement and joint safety committee.....	125	27	109,900	36
General safety statement and union safety committee.....	5	1	1,100	
Specific safety rules and joint safety committee.....	11	2	11,200	4
Specific safety rules and union safety committee.....	3	1	200	
Other.....	2		600	
No provision.....	159	35	98,500	32
<b>Pensions:</b>				
Pension plan, details not given.....	62	14	42,800	14
Pension plan, employer-employee financed.....	16	3	12,500	4
Pension plan, employer financed.....	17	4	46,800	15
Other.....	4	1	2,900	1
No provision.....	359	78	203,500	66

**TABLE 6—SELECTED PROVISIONS FROM AGREEMENTS IN CANADIAN  
MANUFACTURING INDUSTRIES, 1956**

(458 agreements, covering 308,500 workers)

Provisions	Agreements		Workers Covered	
	Number	Per Cent of Total	Number	Per Cent of Total
<b>Group Insurance and Cash Benefits: *</b>				
Life insurance.....	121	26	104,700	34
Accident insurance.....	75	16	63,400	21
Weekly accident and/or sickness cash benefits.....	116	25	97,400	32
Plan without details.....	85	19	53,000	17
No provision.....	239	52	145,300	47
<b>Group Hospitalization, Surgical and Medical Benefits: *</b>				
Hospitalization benefits, employee only.....	3	1	1,400	1
Hospitalization benefits, employee and family.....	82	18	84,000	27
Surgical and/or medical care benefits, employee only.....	14	3	8,200	3
Surgical and/or medical care benefits, employee and family.....	105	23	92,400	30
Plan without details.....	115	25	76,500	25
No provision.....	222	49	130,600	42
<b>Group Health and Welfare Financing:</b>				
Method not indicated.....	45	10	28,100	9
Employer financed.....	51	11	41,500	13
Jointly financed.....	140	31	104,100	34
Employee financed.....	2	.....	100	.....
Other.....	10	2	10,200	3
No provision.....	210	46	124,500	41
<b>Grievance Procedure:</b>				
Grievance procedure, but no details and no arbitration provision.....	6	1	1,400	1
Grievance procedure, but no details—arbitration provision.....	17	4	12,500	4
Step-by-step procedure—no final arbitration.....	11	2	4,000	1
Step-by-step procedure—final arbitration.....	402	88	281,000	91
Joint committee.....	16	3	6,900	2
Other.....	3	1	1,300	.....
No provision.....	3	1	1,400	1
<b>Scope of Grievance Procedure: *</b>				
All differences arising during life of agreement.....	205	45	171,500	56
Matters concerning the application, violation or interpretation of the agreement.....	163	36	103,700	34
Provision for union initiating grievances.....	87	19	113,700	37
Provision for employer initiating grievances.....	125	27	105,600	34
No provision or scope not outlined.....	65	14	25,200	8
<b>Compensation for Grievance Work: *</b>				
Grievance representative(s) paid by employer for time spent, no time limit.....	99	22	65,100	21
Grievance representative(s) paid by employer for time spent on grievances, time limit.....	100	22	78,800	26
Grievance representative(s) paid jointly by employer and union for time spent on grievances.....	5	1	6,800	2
Grievance representative(s) paid only for meetings called by employer.....	14	3	8,200	3
Grievance representative(s) paid at discretion of employer.....	9	2	1,800	1
Other.....	4	1	16,800	5
No provision.....	231	50	133,100	43
<b>Jurisdiction of Arbitration: *</b>				
All differences arising during life of contract.....	49	11	28,900	9
Matters concerning the application, violation or interpretation of agreement only.....	314	69	237,400	77
Settlement of general wage level during life of agreement.....	5	1	3,400	1
Determination of new contract terms.....	2	.....	2,200	1
No provision or jurisdiction not outlined.....	94	21	41,400	13
<b>Work Stoppage During Life of Contract:</b>				
Statement of intent to refrain from work stoppage.....	3	1	1,100	.....
Specific "no strike or lockout" clause without qualification.....	320	70	238,500	78
Provision for essential services in event of stoppages.....	41	9	30,200	9
Other.....	39	8	21,400	7
No provision.....	55	12	17,400	6

\* Figures for agreements containing combinations of these provisions are counted more than once.

# Labour Legislation in Quebec, 1957

**Allowances payable to needy mothers are raised. No labour acts amended**

The Quebec Legislature, in session from November 14 until February 21, raised the allowances payable to needy mothers. No labour acts were amended.

### Mothers' Allowances

The Needy Mothers Assistance Act, dealing with conditions and procedure for granting allowances to needy mothers, was amended by two Acts, An Act Respecting Allowances to Needy Mothers and their Children, and An Act Respecting Assistance to Needy Mothers and the Quebec Social Allowances Commission.

An Act Respecting Allowances to Needy Mothers and their Children, effective March 1, 1957, adds new sections to the Needy Mothers Assistance Act providing for a monthly basic allowance of \$60 for a needy mother keeping a child with her, plus a monthly allowance of \$3 for each of her other children dependent on her. Formerly the amount of allowances was fixed in regulations under the Act, and was \$40 a month in a city or town of 5,000 population or more, and \$35 a month in other places. The allowance could be increased by \$1 a month for a second, third, fourth or fifth child, by \$2 for a sixth or seventh, and by \$3 for each additional child.

A personal income not exceeding \$600 per year does not affect the allowance. In the case of an income exceeding such sum, the excess over \$600 is to be deducted from the amount of the allowance. Previously the allowable income was \$400 a year.

The allowances paid to a needy mother under this Act and a personal income not exceeding \$600 per annum will not prevent a mother from benefiting from the Quebec Public Charities Act for hospitalization purposes.

A number of changes were made in the authority of the Lieutenant-Governor in

Council to make regulations. As the result of adopting a basic allowance of \$60 the Act struck out the provision by which the Lieutenant-Governor in Council had the power to fix allowances. A new provision was added to the effect that regulations may be made setting out rules to be followed by the administering body and the facts and circumstances which it must take into account in appraising the needs of the beneficiaries.

The provision, not in use, by which the Lieutenant-Governor in Council could impose on municipalities a contribution not exceeding 5 per cent of the allowances paid to beneficiaries domiciled in the municipality was struck out.

An amendment in 1947 enabled regulations to be made authorizing the administering authority to grant needy mothers' allowances in special cases not strictly in accord with the conditions of the Act, if after an investigation it was considered that such grants were equitable and conformable to the spirit of the Act. The present amendment adds to this provision that the regulations may also authorize the granting of additional assistance in cases of disability of the mother or of her husband.

An Act Respecting Assistance to Needy Mothers and the Quebec Social Allowances Commission, effective February 21, entrusts the administration of the Needy Mothers Assistance Act to the Quebec Social Allowances Commission, which administers old age pensions, pensions for the blind and disability pensions. Prior to this amendment the administration of the Act was entrusted to the Needy Mothers' Assistance Bureau. The membership of the Commission was increased from three to four members and the quorum from two to three members.

Besides making the change in administration, the amendment makes some changes in the conditions of eligibility for allowances. In the case of a child pursuing studies, or when a child cannot work because of physical or mental disability,

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

the benefits under the Act may be granted or continued in favour of the mother until the child reaches the age of 18 instead of 16 years. Eighteen years is the age at which assistance to blind or disabled persons is available under other legislation. Previously the Act, as amended in 1949, permitted the allowance to be extended until the child was 19 years of age but only in the case of a child unable to work because of physical or mental disability.

In circumstances in which the father has deserted the family, the mother is eligible for assistance if he has been absent for one year. Formerly she was eligible only if he had been absent for five years and his whereabouts were unknown. The allowance is also available to a mother whose husband is condemned to six months' or more detention in a penal institution. Previously she was eligible only if the sentence was for 12 months or more.

## Legal Decisions Affecting Labour

**B.C. courts affirm trial judge's ruling on picketing; hold internal agreement between unions cannot modify terms of collective agreement**

An appeal by an official and some members of a bakery workers' union who had been found guilty of illegal picketing of a wholesale bakery was dismissed by the British Columbia Court of Appeal, which found that the picketing was not to advance the interests of the union but was intended to drive the bakery owner out of business.

In the British Columbia Supreme Court, a general contracting firm was awarded damages against a carpenter's local which, out of loyalty to an internal rule of the International Union, directed some of its members to commit a breach of a collective agreement, and against a pile-drivers' local which abetted the violation of the agreement.

### British Columbia Court of Appeal . . .

**. . . upholds decision of trial judge who ruled that picketing which constitutes a nuisance is illegal**

The British Columbia Court of Appeal, in a majority judgment given on December 7, 1956, dismissed an appeal of a bakery union business agent and others against a trial judge's ruling that picketing of a Vancouver bakery which went further than a communication of facts was illegal (L.G., Sept. 1956, p. 1157).

The majority judgment was given by Mr. Justice Sheppard, Mr. Justice Bird concurring in his reasons for decision. Mr. Justice Davey dissented.

The trouble began on April 23, 1956, when Hammer, an immigrant who owned a small, non-union bakery doing both retail and wholesale business in Vancouver, dismissed an employee for drunkenness and insubordination. The employee immediately joined Local 468 of the Bakery and Confectionery Workers' International Union

of America and on April 25 appeared in a picket line established in front of the plaintiff's business. That same day, one of Hammer's female employees became a member of the union and the following day left her job to join the picketers.

As a result of the picketing, Hammer's sales fell off and a number of persons stopped doing business with him. On May 1, 1956, a meeting was arranged with Kemmis, the business agent of Local 468, at which Hammer tried to persuade the union official to withdraw the picket, pointing out that he could not afford to operate his bakery on a union basis. Kemmis refused, offering, instead, the alternative of signing an agreement or getting out of the wholesale bakery business. Hammer would not sign an agreement, with the result that the picketing continued.

Hammer then applied for an injunction restraining the union from unlawful picketing, at the same time suing for damages. A motion for an interim injunction was, by consent, treated as the trial of the action, the question of damages being reserved. The trial judge found the union members liable for an actionable conspiracy, a judgment from which the defendants appealed to this court.

In the opinion of Mr. Justice Sheppard, the trial judge's findings could only be sustained if it were proved that the picketers had entered into an agreement to effect an unlawful purpose or to use unlawful means, with damages to the plaintiff the result. This was the principle applied in the case of *Crofters' Hand Woven Harris Tweed v. Veitch* (L.G. 1942, p. 499).

The evidence showed that an agreement existed in this case. The manner of carrying out the picketing, he said, indicated an

organization from a pre-existing agreement and the overt acts proved the agreement. There might be a dispute as to the amount of damage but on the evidence there was no dispute as to the fact of damage. The real issue turned upon the purpose of the union and the means used.

The trial judge had concluded that the purpose of the picketing was to interfere with the plaintiff's contractual relations and to put him out of the wholesale bakery business as punishment for what the union termed the "unjust dismissals of two of the defendants". There was evidence to support this finding and no manifest error; therefore, the finding should stand.

The evidence further established that the picketing was carried out by wrongful acts amounting to nuisance. Customers were approached and engaged in conversation, even accosted. After the setting-up of the picket line a variety of persons with a diversity of interests promptly severed their connections with the plaintiff and there was evidence that the severance was not voluntary. The general refusal to continue dealing with the plaintiff and the fact that such refusals arose at the same time suggested conformity to a central plan and a pressure beyond persuasion.

It seemed to Mr. Justice Sheppard that there was evidence on which the trial judge might find a nuisance by reason of Hammer having been disturbed in the enjoyment of his premises. As in the case of *Southam v. Gouthro* (L.G. 1948, p. 343), there was watching and besetting contrary to section 501 of the *Criminal Code*, with nuisance resulting, and there was also evidence of intimidation through threat of picketing of Hammer's customers.

In reply to the argument that the activities of the picketers came within the terms of the Trade-unions Act and therefore there was no liability in injunction or damage, he pointed out that the findings of the trial judge showed that the defendants had not confined their activities to communicating facts nor had they restricted themselves to permitted methods.

The decision of the Supreme Court of Canada in *Williams v. Aristocratic Restaurants* (L.G. 1951, p. 1553) could not be applied in this instance, as contended by the defendants, because the picketers did not restrict their activities to fair and reasonable argument but rather were guilty of tortious acts such as were enjoined as unlawful in the *Aristocratic Restaurants'* case.

The defendants also claimed to be within the principle of the *Crofters'* case referred to above, stating that their purpose was to advance the interest of the union. However,

the findings of the trial judge both as to the purpose of the defendants and the methods used took the case at bar outside the *Crofters'* case.

On the evidence, the defendants could not say that they "were not actuated by any intention or desire to injure the plaintiff". The picketing was directed against Hammer specifically and was continued after the picketers knew they were interfering with his customers and services and causing him damage. The defendants were therefore guilty of wilfully combining to injure a man in his trade and were liable for damages.

In the opinion of Mr. Justice Davey, who dissented, the inferences drawn by the trial judge were unsupported by the evidence. The matter dealt with in the evidence seemed to him to be nothing more than the normal incidents of a *bona fide* trade dispute carried on by lawful means. In his opinion, this case could not on the facts be distinguished from the *Crofters'* case and the *Aristocratic Restaurants'* case. He would have allowed the appeal and dismissed the action. *Hammer et ux v. Kemmis et al* (1957) 20 WWR 619.

### British Columbia Supreme Court . . .

. . . rules collective agreement cannot be modified or amended by private arrangement between unions

On June 27, 1956, the British Columbia Supreme Court held that a carpenter's local which, under a collective agreement in which the type of carpenter work to be performed was not specified, had promised to meet the wood-working labour requirements of a general contracting firm, had committed a breach of its agreement when, in obedience to an internal rule of the international union, it directed its members to stop work because the work belonged to another local. The other local was also liable because it knowingly induced a violation of the agreement.

Mr. Justice Clyde, who gave the decision, reviewed the facts of the case before giving his reasons for judgment. The action for a declaration, injunction and damages was instituted by G. H. Wheaton, Limited, a general contracting firm doing business in Victoria, and a member of the Victoria Building Industries Exchange. The defendants were a carpenters' union which had been certified as the bargaining agent for the journeymen carpenters and joiners employed by the plaintiff, Local 1598 of the United Brotherhood of Carpenters and Joiners of America; Local 2415, a pile-drivers' union also affiliated with the international; and the business agents of the two Locals.

Under the terms of the collective agreement entered into by the Building Exchange on behalf of its members and by the carpenters' union, the plaintiff was obliged to hire its carpenters from Local 1598, the carpenters' local, while the latter agreed to supply the firm's wood-working labour. The other defendant local had no contractual relationship with the plaintiff.

The action resulted from a work stoppage by some members of the carpenter's local who were engaged by the plaintiff to work on a CPR dock which the firm had contracted to repair. The men left the job on the third day following commencement of operations after being told by the business agents of the two locals and the president of the District Council of Carpenters that the work belonged to the pile-drivers' local and that they would be disciplined, possibly fined, if they continued to work.

Just before the walkout, the plaintiff's managing director, who had previously refused the business agents' requests to make a token hiring of one member of Local 2415 and to send his men to another job, and who had also declined to refer the matter to the union executives, suggested that the parties adopt the grievance procedure provided under the collective agreement. This called for the setting up of a committee composed of representatives of both parties for the purpose of settling the dispute. The union officials refused, stating that this was a jurisdictional dispute which had nothing to do with the collective agreement. However, after the plaintiff had obtained a court order enjoining the locals from violating or abetting the violation of the terms of the collective agreement, the carpenters' local offered to enter upon grievance procedure but the Building Exchange declined, pointing out that the local had previously refused to adopt grievance procedure.

In spite of the court order, the men from the carpenters' local continued to refuse to work on the CPR wharf and the plaintiff did not try to have the order enforced, with the result that on April 16, the CPR notified the plaintiff that, as the carrying out of the contract had been delayed because of a jurisdictional dispute, the repair work would be postponed until the fall, at which time the matter would be reviewed.

The Judge did not think the union's offer to submit the dispute to grievance procedure could be taken seriously, coming as it did after the local had already refused to enter upon grievance procedure and after the proceedings in this action had commenced. He also discounted the evi-

dence of the two witnesses who supported the defendants' claim that members of the carpenters' local were not capable of doing the work on the CPR wharf, pointing out that the men, both of them officials of pile-driving companies, were not anxious to see general contractors doing work which they thought should be sub-contracted to their firms. In his opinion, the real point to be decided was whether the plaintiff was bound by an internal rule of the parent union concerning the division of work between the two locals.

The business agent of the carpenters' local had claimed that it was a recognized rule within the international that work on wooden structures over water belonged to the pile-drivers' local and work on wooden structures over dry land to the carpenters' local. The Judge, however, found no evidence that either the plaintiff or the Building Exchange knew of such a rule nor any proof that the rule was recognized in contracting circles in Victoria.

With respect to the collective agreement, which provided that the plaintiff was to hire its carpenters from the carpenters' local, and that the local was to supply men, he said that the plaintiff was justified in believing that it had made an arrangement to have its wood-working labour requirements looked after by the defendant carpenters' local. In ordinary usage a carpenter meant a man who worked in lumber, whether finished, partly finished or unfinished. *Murray's New English Dictionary* defined the word carpenter as "an artificer in wood, as distinguished from a joiner, cabinet-maker, etc., one who does the heavier and stronger work in wood, as the framework of houses, ships, etc."

There was nothing in the collective agreement specifying the type of carpenter work to be done by the carpenters' local. In the Judge's view, the work to be done at the CPR wharf was general construction work and fell within the terms of the collective agreement, which could not be modified or amended by some private understanding or arrangement between the two defendant locals, or by the unilateral action of one of the parties to the agreement. He concluded that in directing its members to abandon work on the CPR wharf, the carpenters' local had committed a breach of its agreement. There was no doubt that the executive of Local 2415 was aware of the agreement and the pile-drivers' local was therefore guilty of unlawfully inducing the other local to violate its agreement.

Accordingly, after declaring the right of the plaintiff to employ men from the carpenters' local on the CPR job under the

terms of the collective agreement, Mr. Justice Clyne granted an injunction enjoining the two locals and their business agents from violating or abetting the violation of the terms of the collective agreement.

He also decided that, although no great loss had been suffered, the plaintiff was also entitled to some damages because the repair work had been postponed until fall,

when costs would be higher. No arguments having been advanced that the unions were not legal entities against which damages could be claimed, he fixed damages in the nominal sum of \$100, to be paid by the two defendant locals and their business agents. *G. W. Wheaton Ltd. v Local 1598, United Brotherhood of Carpenters and Joiners of America et al* (1957) 6 DLR 500.

## Recent Regulations under Provincial Legislation

Comprehensive regulations respecting oil and gas burning devices issued in Manitoba and weekly rest legislation is extended in Saskatchewan

The first regulations to be issued under the Manitoba Gas and Oil Burner Act require persons installing or servicing oil and gas burning equipment to be licensed, and provide for the setting up of examining boards to arrange for tests of competence. Equipment and installations must meet accepted standards and a system of inspection is authorized.

The One Day's Rest in Seven Act in Saskatchewan, which applied only in the cities and larger towns, was extended to cover the whole of the province.

In British Columbia, inspectors under the Gas Act are required to hold certificates of competency. Salmonellosis was added to the Schedule of Industrial Diseases under the Workmen's Compensation Act.

### British Columbia Gas Act

In British Columbia, the regulations governing gas-fitters, contractors and dealers approved by O.C. 1853 of August 11, 1954, (L.G. 1955, p. 450) were amended by new provisions requiring inspectors to hold certificates of competency. The amendments were authorized by O.C. 192 of January 30 and were gazetted February 14.

The Gas Act of 1954 (L.G. 1954, p. 1744) provided that in order to carry out the purposes of the Act, inspectors would be appointed under the Civil Service Act with power to issue permits and certificates of inspection to gas-fitters, to order tests of appliances, to inspect premises and to shut off any piping or appliance found defective or dangerous. It also provided for the appointment of local inspectors with authority to exercise the rights and powers of inspectors within their territories. In organized municipalities, the local inspector was to be appointed by the Mayor, Reeve or Chairman of the Board of Commissioners, subject to the approval of the Chief Engineer-Surveyor, the officer of the

Department of Public Works responsible for administering the Act. In unorganized territories, appointments were to be made by the Chief Engineer-Surveyor.

The qualifications of inspectors were not set out, however, except that, in the regulations, provision was made for issuing gas-fitters' licences without examination or fee to inspectors with satisfactory testimonials, so long as they continued to be employed as inspectors by the Department or by the municipality. The new regulations specify, however, that all inspectors and local inspectors must hold certificates of competency and that no person, whether the holder of a valid certificate of competency or not, may inspect gas piping and appliances unless he has been appointed an inspector or local inspector under the Act.

Three types of certificates of competency are provided for, Grade A, Grade B and provisional. The certificates will be issued by the Chief Inspector of the Gas Inspection Division of the Department of Public Works, the officer now responsible for administering these regulations.

A Certificate of Competency, Grade A, permits the holder to perform the duties of a local inspector, provided he has been appointed under the Act, and will only be issued to a person who has passed the prescribed examination. A Certificate of Competency, Grade B, may be granted without examination to a local inspector employed by a municipality before April 1, 1956, and will be valid only as long as the holder remains in the employ of that municipality. In special cases where the Chief Inspector is satisfied that a municipality cannot obtain the services of a person with a Grade B certificate, he may issue a provisional certificate of competency to the holder of a gas-fitter's licence, authorizing him to inspect domestic installations only.

An application for a certificate of competency is to be submitted on the prescribed form and must be accompanied by the required fee and by testimonials certifying to the applicant's knowledge and experience.

The examination for a certificate of competency will be set by the Chief Inspector and will be written, practical and oral. A candidate who fails may be re-examined upon payment of half the regular examination fee. If he fails the second time, the applicant may appeal to the Chief Inspector, who may permit him to take another examination. This time, however, he must pay the full fee.

Certificates of competency will be granted without fee to persons who have passed the competitive examination for gas inspector of the Gas Inspection Division of the Department of Public Works.

All certificates of competency except those issued on or after October 15 will expire on December 31 of the year of issue. A certificate of competency issued by examination on or after October 15 of any year will be valid until the end of the next ensuing year.

### **British Columbia Workmen's Compensation Act**

The British Columbia Workmen's Compensation Board, with the approval of the Lieutenant-Governor in Council, has amended the Schedule of Industrial Diseases by adding salmonellosis to the list of diseases for which compensation is payable, effective from September 1, 1956.

Salmonellosis is a form of food poisoning caused by bacteria of the salmonella group.

The new regulation provides that compensation is payable to any person who contracts salmonellosis while engaged in any employment "where there is personal contact with a patient or patients with salmonellosis infection or the excrement from such patient or cultures derived from excrement and where an identical infecting organism from the source and infection has been adequately proved" in any of the following: a hospital, private hospital, nursing home, sanatorium, clinic, or a branch of the Victorian Order of Nurses; any prison hospital unit of the Province of British Columbia; a public health unit of the provincial government, the University of British Columbia, a municipality or a school board; a place of employment where the work performed by a social welfare worker employed by the Province of British Columbia or by any municipality is of a nature and kind usually performed by any such public health unit; the British Columbia Medical Research Institute; the Department of Bacteriology of the University of British Columbia.

British Columbia is the only province in which salmonellosis is listed in the schedule of industrial diseases.

### **Manitoba Gas and Oil Burner Act**

Regulations under the Gas and Oil Burner Act respecting oil burning and gas burning devices (Man. Reg. 9/57) were gazetted on February 9, 1957.

These are the first regulations issued under the Act, which was passed in 1952, the purpose of which is set out in its long title, "An Act to Promote Safety in the Installation and Use of Gas-burning and Oil-burning Devices". Regulations have been in effect for some years under the Factories Act and the Fires Prevention Act in respect to oil burning devices. The new regulations are in two parts, Part I dealing with oil burning devices and Part II with gas burning devices.

#### **Oil Burning Devices**

Part I of the regulations establishes a comprehensive system of supervision over oil burning devices. First of all, only equipment that meets certain accepted safety standards may be sold; it may be installed only by a workman who has established his competence; permits for installation of burners and tanks are required to facilitate inspection; and fuel oil, which must come up to a fixed standard, may be sold only by a dealer who has proper equipment. Other provisions permit corrective action to be taken in respect to unsafe installations already in use.

#### **Administration**

The Minister of Labour is responsible for administration of the Act and regulations.

Provision is made for a board of examiners consisting of three members, two of whom are to be representative of the employers' and employees' viewpoints respectively, and the third, an officer of the Department of Labour, who is to act as chairman of the board. The appointments are to be made by the Lieutenant-Governor in Council on the recommendation of the Minister of Labour. The term of office will be for three years, but in order that no more than one member will be retiring each year, first appointments will be for one, two and three years as prescribed in the orders making the appointments.

The powers of the board, subject to approval by the Minister, include provision for the examination of candidates for licences to install and service oil burning equipment; examining and approving applications to sit for examinations; appointing an officer of the Department or other person to conduct and preside at

examinations. Also, upon reference by the chief inspector or Minister, the board may conduct hearings regarding the cancellation or revocation or non-renewal of any licence issued under the Act, and when, in the opinion of the chief inspector, doubts exist as to whether a licence for fuel oil sale and delivery should be issued.

When a matter is referred to the board, the board has to give an opportunity to all interested parties to be heard, to present evidence and to make representations. Following the hearings, the board sends a report to the Minister. If the report is adverse to the applicant or licensee, he receives a copy of this report and may within seven days make a written representation to the Minister, whose decision is final and not subject to further appeal.

The licences and their renewals referred to in these regulations are issued at the Minister's absolute discretion.

### **Sale, Testing and Delivery of Fuel Oil**

Only the holder of a subsisting licence issued by the Minister may sell or deliver fuel oil for use in fuel oil burners for heating purposes. A licence to this effect may be issued when the applicant has established that he has adequate and satisfactory equipment and facilities for engaging in the fuel oil business, including tank delivery wagons or trucks; has deposited with the Minister a guaranteed bond in the amount of \$2,000; and has paid a licence fee, which varies from \$10 to \$50 depending on the capacity of the delivery equipment.

Regulations provide that for heating purposes only fuel oil which has a flash point not lower than 110° Fahrenheit may be sold. Testing must be carried out by a person qualified to the satisfaction of the Minister and the licensed oil dealer is required to keep records of the tests.

There are also provisions respecting the transportation and delivery of fuel oil.

### **Installation and Servicing; Licensing of Workmen**

Only those who have passed the examination prescribed by the board and are holders of subsisting licences issued by the Minister may install or service oil burning equipment. A person may apply for a licence provided he has two years' experience in the installation and servicing of oil burners and equipment under direct personal supervision of a licensed installer; or has completed an apprenticeship in a related trade together with six months' continuous experience in the installation and servicing of oil burners and equipment under the direct personal supervision of a licensed installer.

The board, after examining the application, may allow the applicant to present himself for examination. An examination fee of \$8 also includes a licence fee for a period ending on the 31st day of December of the year in which the applicant was examined. The annual fee for renewal of a licence is \$5.

A holder of a licence who for two consecutive calendar years does not renew his licence may be required to pass another examination.

In the case of refusal to grant any licence because of lack of adequate qualifications, the applicant may furnish within seven days additional proof of qualifications. If the refusal is based on other reasons, the chief inspector must notify the applicant and refer the matter to the board. The same procedure applies if any question arises as to whether an existing licence should be suspended or revoked, or its renewal denied.

### **Equipment**

The regulations specify that only equipment which has been approved may be offered for sale, delivered or installed. "Approved" means listed or labelled under the inspection service of the Canadian Standards Association, the Underwriters Laboratories of Canada Limited, or the Underwriters Laboratories Incorporated, or approved by the Minister. The Minister may prohibit the use of any oil burning equipment which he considers unsafe. The Chief Inspector may declare any oil-burning equipment unsafe, and such equipment is not to be used until it has been approved by the Minister. Anyone affected by the decision of the chief inspector may within ten days appeal to the Minister, who may refer the matter to the board. Upon receiving the recommendations from the board, the Minister's decision is final and not subject to review.

### **Permits for Installation**

The regulations provide that no person shall install an oil burner or fuel oil tank, or make any alteration of or addition to an oil burner, without first applying for a permit from the Minister to make the installation, alteration or addition. However, normal servicing and maintenance of an installed oil burner does not fall within this provision.

The application for such a permit has to be made in writing on forms supplied by the Department and must include such information as the location of the premises, the location and capacity of the burner or tank, and a complete description of the oil burner or tank, including the name of the manufacturer, model and details of list-

ing or labelling, showing that the equipment is approved.

A person proposing to install oil burning equipment has to pay, at the time of making application for a permit, a fee which varies from two to six dollars depending on the firing capacity of the oil-burner (from less than three gallons per hour to more than eight gallons per hour). In the case of alteration or addition to an existing oil burner, the fee is one-half of the fee required for complete installation of the oil burner. For other than residential installations, the applicant for a permit may be required by the chief inspector to submit additional information such as drawings and specifications in respect to the proposed installation.

Once the installation has been completed, a report stating the date of installation and the date of completion has to be sent to the chief inspector. Any defects found upon inspection will be reported by the chief inspector to the person who installed the equipment and to the owner, stating the period of time within which the defects are to be corrected. It is the duty of the person who installed the oil burner to remedy the defects and notify the chief inspector. Until the defects are corrected the chief inspector may prohibit operation of the burner.

Before a fuel tank is installed, the tank and its location have to be approved by the chief inspector. Any deviation from the requirements in respect to the manner of installation provided in these regulations requires permission in writing issued by the chief inspector.

### **Safety Standards**

Regulations specify that the minimum standards to be followed for installation, alteration of and adding to oil burners are those set forth in Canadian Standards Association Code B. 139 First Edition. In exceptional cases the chief inspector may require additional equipment to be installed or additional precautions to be taken, if in his opinion such additional requirements are necessary to ensure safety in the operation of the oil burner.

### **Gas Burning Devices**

Part II of the regulations applies to the installation, servicing and inspection of gas burning equipment for consumers and contains provisions similar to those in Part I. It applies to the manufacture, sale and installation of gas equipment, to assure safety, but does not apply to the gas-producing, gas-gathering transmission or distribution systems of gas utilities.

Each installer, owner and user of gas installations must make such changes in

the gas equipment installed, owned or used as ordered by the Minister. The chief inspector may, during reasonable hours, enter any premises, inspect any gas equipment and approve or reject it.

### **Gas Fitter's Licence**

To be allowed to install or service gas-burning equipment a person must first pass the examination prescribed by the board and hold a subsisting licence issued by the Minister. A current gas fitter's licence is also necessary to carry on the business of installing gas burning equipment. Only a person holding a licence may carry on or perform the work of a gas fitter. A person who does not hold a licence may work as an assistant under the direct supervision of a licensed gas fitter.

Provisions similar to those set out in respect to oil burning devices are made for the setting up of a board of examiners for the examination of candidates for gas fitters' licences, for the review of applications for licences, and for such other purposes as the Minister may from time to time determine. The same persons may serve as members of the two boards.

An applicant for a gas fitter's licence must either have at least two years' practical experience as a pipefitter or related work, and have attended a gas fitter's training school acceptable to the board; or have completed an apprenticeship as a gas fitter acceptable to the board.

Applications are to be made to the Mechanical and Engineering Division of the Department of Labour, supported by references from the employer or employers in whose service the applicant has acquired the necessary service, and such other documentary evidence of qualification as may be required by the board.

The regulations regarding the fees, the renewal of licence, and the procedure in case of refusal of granting the licence on technical or other grounds are similar to those contained in Part I.

### **Equipment**

As in the case of oil-burning devices, the regulations prohibit the sale or installation in any premises of gas burning equipment which has not been approved. "Approved" means approved and labelled by the American Gas Association, Calgary Gas Association, Canadian Standards Association, or approved by the Minister.

The Minister may also prohibit the use of any gas burning equipment which he considers unsafe. The chief inspector may declare any gas burning equipment unsafe and such equipment cannot be used unless approved by the Minister. Persons affected by the decision of the chief inspector may

within ten days appeal to the Minister for a review and the Minister may refer the matter to the board.

### **Permit for Installation**

No one may install any gas piping, gas burners, or gas burning equipment, nor make any alteration of or addition to a gas burner installation, without first obtaining a permit from the chief inspector; but normal servicing and maintenance of an installation does not fall under this provision.

Every application for a permit should give particulars regarding the location of the premises; the location of the gas burning equipment, and a complete description of the equipment showing that the equipment is approved. The fee required for the permit varies from two to six dollars depending on the firing capacity of the gas burner measured in British Thermal Units per hour. In case of alteration or addition to an existing gas burner, the fee required is one-half of the fee for complete installation of the gas burner. As in the case of oil-burning devices, the chief inspector may require additional information such as drawings and specifications regarding the proposed installation for non-residential installations.

Except in dwellings, gas burning equipment cannot be installed without the equipment and its location being approved by the chief inspector.

Upon completion of any gas installation, the gas fitter is required to post, in a visible location, instructions regarding the operation of the burner, together with his name, address and phone number.

A report stating the date of installation and completion has to be sent to the chief inspector and the procedure for correction of any defects is the same as for oil burners.

### **Safety Standards**

The regulations provide that standards for the installation, alteration of and adding to gas burners, are to be, until a Canadian National Gas Code is proposed and approved, those set forth in American Standards Association Code Z21.30 issued in 1954. These standards will be considered as sufficient to satisfy the requirements of these regulations, except in cases when the chief inspector may in any specific

case require additional equipment to be installed or additional precautions to be taken to ensure safety in the operation of the gas burner.

### **Ontario Industrial Standards Act**

The general regulations under the Ontario Industrial Standards Act (O. Reg. 38/53) have been amended to provide that an employer covered by an industrial standards schedule must keep complete and accurate records of all information respecting wages, hours, days and conditions of labour specified in the regulations and must retain the records for at least 12 months.

### **Ontario Rehabilitation Services Act**

An amendment to the regulations under the Ontario Rehabilitation Services Act, approved by O. Reg. 30/57 and gazetted February 23, provides that a married male handicapped person who, in order to benefit from rehabilitation services, takes up residence in a different locality from that in which his wife resides will be deemed to be a single person for the purposes of these regulations, whenever the Director of the Disabled Allowances and Rehabilitation Services Branch is considering the payment of a maintenance allowance.

The regulations approved last year (L.G. 1956, May, p. 553) set out the conditions under which the maintenance allowances provided for in the Act are payable.

### **Saskatchewan One Day's Rest in Seven Act**

The coverage of the Saskatchewan One Day's Rest in Seven Act, which formerly applied in the cities and in 21 listed towns, has been extended to all parts of the province by O.C. 315/57, gazetted on February 22 and effective March 1, 1957. This means that in the rural areas, as well as in the urban districts, employees of any employer covered by an order of the Minimum Wage Board are now entitled to a weekly rest of at least 24 consecutive hours, wherever possible on Sunday.

The Act does not apply to persons employed in a managerial capacity, to employees who do not usually work more than five hours in a day or to repairmen in emergencies. Agricultural workers, domestic servants and a few other workers not covered by minimum wage orders continue to be exempt.

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Louisiana repealed its general "right-to-work" law during 1956 but at the same time passed a similar law applying only to agricultural labourers and workers engaged in processing certain agricultural products. The state was one of 18 that enacted labour legislation last year.

A petition for enactment of a right-to-work law in Washington and one for repeal of such a law in Nevada were defeated.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit, number of claimants on "live" file at month-end, new beneficiaries and benefit payments during January higher than in month and year earlier, statistics\* show

The number of initial and renewal claims for unemployment insurance benefit in January was more than 35 per cent higher than in December, and about 37 per cent higher than in January 1956.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 359,384 claims were received at local offices of the Unemployment Insurance Commission across Canada, compared with 265,098 in December and 261,661 in January 1956.

The number of claimants having an unemployment register in the "live file" on January 31 was 545,981 (444,052 males and 101,929 females) representing an increase of slightly less than 40 per cent over the figure of 398,244 (315,220 males and 83,024 females) on December 31. On January 31, 1956, the number of such claimants was 476,946 (382,287 males and 94,659 females).

Adjudications on initial and renewal claims numbered 366,777 during January, of which 269,684, or slightly less than 75 per cent, were in the category of "entitled to benefit". Of the 93,719 initial claims classed as "not entitled to benefit", 84,272, or about 90 per cent, were on behalf of claimants unable to fulfil the minimum contribution requirements; the remaining 10 per cent established a benefit period but had a disqualification imposed. Total disqualifications, i.e., those arising from initial, renewal, revised and seasonal benefit claims, amounted to 22,334, the chief reason being: "voluntarily left employment without just cause" 7,792 cases; "not capable of and not available for work" 5,195 cases and "refused offer of work and neglected opportunity to work" 1,616 cases.

New beneficiaries in receipt of either regular or seasonal benefit during January numbered 295,461, compared with 266,822

in January one year ago. During December new beneficiaries for regular benefit totalled 114,218.

Benefit payments during January amounted to \$33,439,112 in respect of 1,605,948 compensated weeks, against \$24,632,203 and 1,364,097 weeks for January 1956. During December benefit payments amounted to \$12,528,015 in compensation for 619,902 weeks. It is pointed out that the January payment data (1957 and 1956) represent payments in respect of claims under both the regular and seasonal provisions, whereas for December, the payments covered regular benefit only.

Complete weeks comprised a slightly higher proportion (about 93 per cent) of the weeks compensated during January, compared with December (about 90 per cent). Similarly, the proportion of partial weeks due to excess earnings was less than 60 per cent in January, compared with more than 65 per cent in December.

The average weekly benefit rate was \$20.82 for January this year, compared with \$18.06 for January 1956 (these rates are based on payments to both regular and seasonal benefit claimants). The average weekly benefit rate in respect of regular payments for December was \$20.21.

The estimated average weekly number of beneficiaries for regular and seasonal benefit was 365,000 for January this year and 313,300 for January 1956, while 155,000 represents the average for regular benefit in December 1956.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

Claims totalling 85,943 were considered for seasonal benefit; 1,671 of these were renewal seasonal benefit claims.

Claims adjudicated numbered 85,792, of which 55,915 were entitled to benefit.

Seasonal benefit claimants having an employment register in the "live file" on the last working day of the month totalled 73,417.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January show that insurance books or contribution cards were issued to 4,855,234 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At January 31 employers registered numbered 289,365, an increase of 591 during the month.

### Enforcement statistics

During January 1957, 4,969 investigations were conducted by district investigators across Canada. Of these, 4,228 were spot

checks of postal and counter claims to verify the fulfilment of statutory conditions. The remaining 741 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 80 cases, 13 against employers and 67 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 483.\*

### Unemployment Insurance Fund

Revenue received in January totalled \$23,074,431.68 compared with \$21,653,382.16 in December and \$19,304,487.62 in January 1956. Benefit payments in January amounted to \$33,421,774.13 compared with \$12,515,533.79 in December and \$24,619,181.33 in January 1956. The balance in the fund at January 31 was \$916,429,487.77; at December 31 there was a balance of \$926,776,830.22 and at January 31, 1956, of \$885,542,795.92.

\*These do not necessarily relate to the investigations conducted during this period.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1340, February 25, 1957

**Summary of the Facts:** The claimant, married, 35 years of age, filed an initial application for benefit on July 5, 1956, stating that she had worked as a cashier in a groceteria in Truro, N.S., from 1949 to January 7, 1956, when she voluntarily left because of pregnancy. She stated also that her child was born on June 6, 1956, and that she was capable of and available for work.

In reply to the local office's request for information, dated July 10, 1956, as to what arrangements she had made for the care of her child, in the event of employment being offered to her, the claimant stated that she would not disclose the arrangements she had made or could make in that respect.

On the evidence before him, the insurance officer disqualified the claimant for an indefinite period, as from July 1, 1956, for failure to prove her availability for work (section 54(2)(a) of the Act).

The claimant appealed to a board of referees on August 6, 1956, contending that

she had made tentative arrangements for the care of her child and that it was unreasonable to expect her to make definite arrangements in view of the local office's inability to foresee when suitable employment might be available.

The board of referees which heard the case in New Glasgow, N.S., on August 28, 1956, unanimously allowed the appeal. The board was of the opinion that the claimant's statement that she was available for work and that she had made tentative arrangements in the event of available employment was all that should be required of her to prove availability for work; and that her availability should be considered as established until such time as she refused any offer of suitable employment.

The Director of Unemployment Insurance appealed to the Umpire, asking him to decide whether or not the insurance officer's stand on the question of arrangements for the care of the child was reasonable in the circumstances.

**Conclusions:** I will allow this appeal because of the claimant's refusal to give

information which it was not only the insurance officer's right but his duty to obtain.

In cases like the present one, only when all available facts have been gathered with respect to the care of the child can a proper conclusion be drawn regarding the applicant's true state of mind towards seeking or accepting employment.

Some confusion has arisen about the arrangements the claimant was expected to have made.

If, instead of refusing to give any information when she was interviewed at the local office, the claimant could in truth have advised that, although she had not employed a guardian for the child, she had made conditional arrangements whereby such guardian would be available on short notice, the insurance officer doubtless would have been sufficiently justified to hold that she had proved availability for work.

The disqualification previously imposed shall be reinstated as from the date on which this decision shall be communicated to the claimant.

#### **Decision CUB-1342, February 25, 1957**

**Summary of the Facts:** The claimant, married, 29 years of age, filed an initial application for benefit on August 8, 1956, stating that she had worked as an elevator operator for a trust company in Calgary, Alta., from September 1953 to August 7, 1956, when she voluntarily left because the hours of work had been increased.

The employer reported that the claimant and another female operator had taken upon themselves to operate only one of the two elevators at any time instead of remaining at their posts eight hours a day; that, owing to increased traffic in the building, they were requested to keep their schedule of hours, which they refused to do.

The insurance officer disqualified the claimant from receipt of benefit from August 5 to September 15, 1956, on the grounds that her refusal to comply with the employer's request was tantamount to voluntarily leaving without just cause, within the meaning of section 60(1) of the Act.

The claimant appealed to a board of referees, contending that she had worked

during the hours stipulated by the supervisor when she was hired in September 1953; that she had never missed a day's work in three years; and that she could not observe the new hours unless given a raise in pay to help defray the cost of domestic help.

The board of referees, after having heard a representative of the company in Calgary on August 31, 1956, dismissed the appeal by a majority decision, on the grounds that, even though it appeared there had been a laxity in the enforcement of the hours of employment, the claimant should not have been reluctant to work her shift of eight hours a day without an increase in wages. The dissenting member was of the opinion that the circumstances of the case warranted a reduction of the period of disqualification from six to three weeks.

The claimant appealed to the umpire, pointing out that to comply with the employer's request would have meant 10½ additional hours of work every week without a corresponding increase in salary.

In response to a request for further information, the employer advised the local office on October 16, 1956, that a memorandum had been issued to the elevator operators on August 3, 1956, to remind them that the eight-hour shifts stipulated in their respective contracts of service were still in effect and to acquaint them with a timetable of elevator service for each operator.

**Conclusions:** The board of referees was apparently unanimous in finding that the claimant had not shown just cause for voluntarily leaving her employment.

As this is a factual case and as the onus rests on the claimant to prove that she had just cause for her action, I cannot on the evidence before me alter the unanimous finding of the board, who no doubt have ascertained that the claimant's contract of service provided an eight-hour-a-day shift. However, in view of the claimant's good record of employment and the apparent laxity in the enforcement of the hours of work until then, I am prepared to agree with the dissenting member of the board that the period of disqualification should be reduced to three weeks, and I so direct.

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The maximum weekly unemployment insurance benefit was increased in four states of the American Union during 1956—to \$35 in Massachusetts, \$32 in Kentucky, \$30 in Georgia and \$28 in Virginia. The minimum statutory benefit was also increased in three of these states—to \$10 in Massachusetts, \$8 in Virginia and \$7 in Georgia. At the same time, changes in earnings requirements meant reduction in, or denial of, benefits for some claimants in the four states.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during February Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 166 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 67 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Central Mortgage and Housing Corporation	1	\$ 109,482.00
Defence Production .....	106	680,369.00
Post Office .....	12	46,700.65
R.C.M.P. ....	2	1,348.80
St. Lawrence Seaway Authority (January Report) .....	7	1,165,183.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during February

During February the sum of \$7,470.69 was collected from 12 employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 460 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Montreal Que:* Laurentide Painters Reg'd, \*painting & redecoration of apartments, Benny Farm. *Ottawa Ont:* B J Normand, fireproofing of basements, Strathcona Heights; Edgar Dagenais, alterations to Wing E, Laurentian Terrace. *Petawawa Ont:* M & M Line Construction Co Ltd, construction of electrical distribution system & installation of fire alarm systems.

### Department of Citizenship and Immigration

*Norway House Indian Agency Man:* Bird Construction Co Ltd, construction of Island Lake Indian day school & teachers' quarters, Indian Reserve No 22A; Bird Construction Co Ltd, construction of Red Sucker Lake Indian day school & teachers' quarters; Bird Construction Co Ltd, construction of bldgs & power house, Stevenson Island Agency. *Blood Indian Agency Alta:* Larwill Construction Co, electrical rewiring of St Mary's IRS. *Lesser Slave Lake Indian Agency Alta:* Lahey Construction Ltd, construction of Sovereign Indian day school & teachers' quarters, *Kamloops Indian Agency B C:* Walter J Smith, construction of portable classroom & teacherage, IRS.

### Defence Construction (1951) Limited

*Halifax N S:* Arthur & Conn Ltd, \*electrical work in QM & Technical Stores Bldg, Windsor Park; Grinnell Co of Canada Ltd, installation of fire sprinkler system, Gladstone St Stores, HMC Dockyard. *Montreal Que:* Leonard J Weber Construction Co, construction of POL bulk storage bldg, type "C", Chabanel St; Terrebonne Construction Inc, construction of drill hall, St Gregoire & Boyer Sts. *St Johns Que:* North Shore Construction Co Ltd, construction of foreshore development at Royal Militaire College. *Valcartier Que:* Adrien Hebert, construction of POL bulk storage bldg, type "C". *Barriefield Ont:* M Sullivan & Son Ltd, construction of lecture training bldg & outside services. *Petawawa Ont:* Canadian Comstock Co Ltd, construction of fuel oil tank line for Central Heating Plant. *Churchill Man:* Sparling Tank Ltd, supply & erection of POL storage tanks; The Carter Construction Co Ltd, construction of fuel tank bases including earth movement & related work, RCAF Station. *Rivers Man:* International Water Supply Ltd, \*exploratory drilling for additional water supply, RCAF Station. *Winnipeg Man:* Commonwealth Construction Co Ltd, construction of POL bulk storage bldg, type "C", Fort Osborne Barracks. *Suffield Alta:* Mexico Refractories Co, \*supply & installation of incinerator unit, Central Laboratory. *Comox B C:* A & B Construction Co Ltd, supply & erection of steelox type crew bldg, foundations for readiness hangars & outside services, RCAF Station.

### Building and Maintenance

*Angus Ont:* R E Bliss Construction Ltd, widening of firebreak, RCAF Station. *Camp Borden Ont:* Byers Construction Co Ltd, hangar truss reinforcing of various bldgs. *Pictou Ont:* Cardinal Painting & Decorating Co Ltd, interior painting of PMQs. *Shilo Man:* Dry Wall Decorating (Winnipeg) Ltd, interior painting of PMQs.

### Department of Defence Production

*Corner Brook Nfld:* Stephen Peckford & E L White, construction of rooms in armouries. *Bedford N S:* S W Ferguson Ltd, installation of lightning protection system on bldgs, RCN Magazines. *Cornwallis N S:* Canada Catering Co Ltd, catering, HMCS Cornwallis. *Montreal Que:* Moto Construction Co, relocation of sick bay facilities & Wrens' Mess, HMCS Donnacona; Tree Surgery Co Ltd, removal of snow from DND properties during 1956-57. *Ville La Salle Que:* Moto Construction Co, installation of water

main service & repairs to existing fire main, Naval Supply Centre. *London Ont*: Richards-Wilcox Canadian Co Ltd, installation of crane monorail & lift hoists, No 1 warehouse, 27 COD. *Rockcliffe Ont*: J G Tompkins & Co, exterior repairs to bldg 16, RCAF Station. *Camp Shilo Man*: Hydes Transfer, snow removal during 1956-57, No 21 Works Coy, RCE. *Regina Sask*: Grinnell Co of Canada Ltd, repairs to fire sprinkler system, DND bldgs. *Cold Lake Alta*: Automatic Sprinkler Co of Canada Ltd, installation of fire protection equipment & sprinkler system, RCAF Station. *Esquimalt B C*: Farmer Construction Ltd, alterations to heads, washrooms & locker rooms, bldg No 190A, HMC Dockyard.

### Department of Public Works

*Boyne N B*: Cecil L Whittaker & Leland R Kirtpatrick, construction of ranger station. *Browns Flats & Gagetown N B*: A R Wilkings, D S Cronkite & H C Greenlaw, construction of ranger stations. *St Andrews N B*: Saint John Dredging Co Ltd, \*dredging. *Baie Comeau Que*: Sylvio Asselin, wharf repairs. *Drummondville Que*: A Fortin Construction Ltd, construction of RCMP detachment quarters. *Quebec Que*: E G M Cape & Co, construction of Customs & Immigration bldg, phase 2, Wolfe's Cove. *Guelph Ont*: Canadian Engineering & Contracting Co Ltd, construction of Science Service Laboratory. *Ottawa Ont*: J R Douglas Ltd, supply & erection of grilles, Supreme Court of Canada; J E Copeland Co Ltd, construction of addition to Magnetic Laboratory, Central Experimental Farm. *Toronto Ont*: Toronto Dry Dock Co Ltd, \*repairs to tug *Hercules*. *Winnipeg Man*: Atlas Wrecking Co Ltd, demolition of bldgs, Income Tax Bldg site. *Regina Sask*: Bird Construction Co Ltd, construction of greenhouse & garden tool shed for RCMP. *Wabasca Alta*: Poole Construction Co Ltd, construction of Indian Residential School, Lesser Slave Lake Agency. *Agassiz B C*: Arthur William Deitcher, construction of header house. *Nanaimo B C*: R H Ormond (1953) Ltd, removal of coal fired boilers & installation of oil fired boiler in Indian Hospital. *Ogden Point B C*: Victoria Pile Driving Co Ltd, construction of guard rail. *Saanichton B C*: M P Paine Co, construction of Horticultural Bldg.

### St. Lawrence Seaway Authority

*Lachine Section Que*: Dominion Bridge Co Ltd, construction of superstructure south of Pier 29, Honore Mercier Bridge extension; Pentagon Construction Co Ltd, construction of substructure, Piers 14 to 28, Honore Mercier Bridge extension. *Cornwall Island Ont*: C A Pitts, excavation in South Channel, International Rapids Section. *Iroquois Ont*: Canadian Dredge & Dock Co Ltd, dredging, approaches at Iroquois Lock, International Rapids Section.

### Department of Transport

*Dartmouth N S*: Trynor Construction Co Ltd, additional development at airport. *Sydney N S*: Byers Construction Co Ltd, repairs to hangar. *Montreal Que*: Raymond Concrete Pile Co Ltd, driving of concrete step taper piles on Sutherland Pier. *Vancouver B C*: S & S Electric Ltd, construction of underground duct system at airport.

## Two States Include "Supplements" in Calculating Prevailing Wages

An amendment to the prevailing wage law in New York state last year requires that contracts shall include provision for "prevailing supplements" such as vacation pay, holiday pay, and health and welfare benefits. In Massachusetts, the Labor Department is now required, when setting minimum wages on government projects, to include payments by employers to health and welfare funds as provided in union contracts.

A statutory minimum wage of 90 cents an hour was set in Rhode Island for the first time under a new minimum wage law, which applies to workers in establishments employing more than three persons. Certain occupations are excepted, however.

In Massachusetts, the minimum wage was raised from 90 cents to \$1 an hour for

occupations not covered by wage orders, effective January 4, 1957. In wage orders generally the rate was raised from 75 to 80 cents an hour, and from 55 to 57½ for service workers who receive tips.

A wage payment and collection law passed by Congress for the District of Columbia provided for payment of wages at least twice monthly, except where there is monthly payment by custom or contract; set time limits for payment of wages due on termination of employment; and authorized the District Commissioners to accept workers' claims assigned to them for collection. Some type of wage payment law is now in effect in all American states except Delaware, Florida and Georgia.

## STRIKES AND LOCKOUTS

### February 1957

During February 1957, there were 27 work stoppages\* in existence; 17 of these stoppages began during the month and 10 that began earlier were still in existence at February 1. Among the ten stoppages that started before February 1, six began during January and four during earlier months.

The number of workers involved in the work stoppages in existence in February was 8,080. This figure includes 5,797 workers directly affected by work stoppages that began in the month. During February, 14 of the 27 stoppages were concluded, and from the last information received, five others ended during the early days of March.

The total time loss for February was 49,130 man-days: 20,030 of these man-days resulted from the stoppages beginning in February, and 29,100 from the stoppages carried over from previous months.

Of the stoppages in progress during February, six involved more than 500 workers and their total time-loss was 33,895 man-days. Of these six work stoppages, three involved more than 1,000 workers,

with a total time-loss of 10,150 man-days. Finally, 11 of the work stoppages involved more than 100 workers but fewer than 500; these stoppages caused a total time-loss of 14,505 man-days.

In Table G-1 at the back of this issue, two comparisons are indicated: first, a comparison between the number of strikes and lockouts in existence during January and February this year; second, a similar comparison between January and February of last year. The approximate number of workers involved in these stoppages and the time-loss resulting from them are also compared on a monthly basis. The number of strikes and lockouts commencing during each month is also indicated.

Table G-2 deals more specifically with the stoppages in existence during February 1957, whether they were in progress prior to or commenced during the month. The approximate time-loss, together with the number of workers involved, is indicated for each stoppage. The major issues involved and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and eventually ended and also the industries in which they took place.

\*See Tables G-1 and G-2 at back of book.

## PRICES AND THE COST OF LIVING

### Consumer Price Index, March 1957

Canada's consumer price index (1949=100) remained unchanged at 120.5 between February and March, continuing a period of steadiness dating from November last year. A year ago the index stood at 116.4\*.

Decreases in the food index were sufficient to offset increases in the other four group indexes.

Foods declined from 117.2 to 116.4 as price decreases occurred for margarine, coffee, process cheese, potatoes, grapefruit and beef. Prices were slightly higher for a number of canned fruits and fresh

vegetables. Pork also was somewhat higher and egg prices were up fractionally after reaching the lowest level in two years in February.

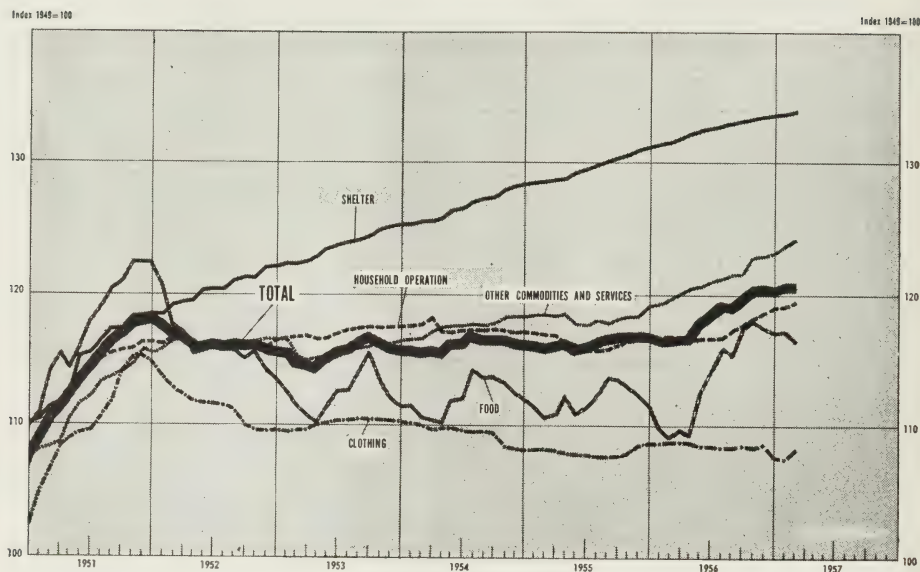
Small increases in both the rent and home-ownership components moved the shelter index from 133.8 to 134.0.

The clothing index rose from 107.4 to 108.2 as a result of higher prices for men's and women's wear, footwear and piece goods.

An increase in the household operation index from 119.1 to 119.5 reflected price increases for furniture, floor coverings, textiles, utensils and equipment, laundry, dry cleaning and shoe repairs.

\*See Table F-1 at back of book.

# CONSUMER PRICE INDEX FROM JANUARY 1951



The other commodities and services index increased from 123.8 to 124.2 as higher prices were reported for automobile repairs and local transportation fares. Gasoline prices increased mainly in Ontario, and tire prices were lower in a number of cities.

Group indexes for February last year were: food 109.1, shelter 131.6, clothing 108.7, household operation 116.8 and other commodities and services 119.9.

## City Consumer Price Indexes, February 1957

Eight of the ten regional city indexes (1949=100) were higher between January and February 1957 while the other two declined†. Increases ranged from 0.2 per cent to 0.7 per cent, with both Montreal and Winnipeg registering slight decreases of 0.1 per cent.

In foods, numerous slight increases occurred in most cities for such items as tea, shortening, lard, oranges, potatoes and pork. A further sharp increase was general for sugar. Prices were lower in most cities for eggs, coffee, tomatoes and lettuce. Beef prices showed mixed results, with some cuts lower and others higher than the previous month.

Fuel oil was higher in all cities but Montreal, Calgary and Edmonton, while gasoline prices increased in all ten regional cities. Advances in hospital rates occurred in all the eastern cities and Winnipeg, while

pharmaceuticals rose in all cities but St. John's. Some personal care items were up in a number of cities.

These indexes show changes in retail prices of goods and services in each city; they do not indicate whether it costs more or less to live in one city than another.

Regional consumer price index point changes between January and February were as follows: Saint John +0.9 to 122.1; St. John's +0.8 to 108.5†; Saskatoon-Regina +0.5 to 117.6; Vancouver +0.4 to 122.5; Toronto +0.3 to 123.4; Halifax +0.2 to 118.8; Ottawa +0.2 to 121.6; Edmonton-Calgary +0.2 to 117.4; Montreal -0.1 to 120.5; Winnipeg -0.1 to 118.7.

## Wholesale Prices, February 1957

Canada's wholesale price index (1935-39=100) declined 0.4 per cent between January and February to 228.4 from 229.4. The index stood at 222.2 in February 1956.

Decreases in three of the eight component groups were large enough to outweigh increases in the five remaining groups.

Non-ferrous metals group index declined 3.7 per cent to 182.7 from 189.8, due mainly to lower prices for domestic electrolytic copper, copper wire, brass sheet, tin ingots and domestic zinc. Vegetable products index fell 1.4 per cent to 200.7 from 203.5 and the wood products index 0.3 per cent to 297.9 from 298.8.

†See Table F-2 at back of book.

‡On base June 1951=100.

The largest increase, 1.2 per cent, occurred in the non-metallic minerals group, the index rising to 189.7 from 187.4. Chemical products index was up 0.4 per cent to 182.5 from 181.8.

Higher prices for hogs, all fresh and cured pork products and eggs outweighed lower quotations for steers, calves and lambs, and poultry to move the animal products index up 0.3 per cent to 238.4 from 237.6. The textile products index rose 0.3 per cent to 235.2 from 234.6. The iron products index increased 0.2 per cent to 250.8 from 250.3.

**The index of farm products prices** at terminal markets (1935-39=100) declined 0.7 per cent in the month to 210.1 from 211.6 due to lower prices for field products. This index fell 2.8 per cent to 161.3 from 166.0 as a result of substantially lower prices for potatoes coupled with a general downward adjustment for eastern grains and

western rye and flax. The animal products index rose 0.7 per cent to 259.0 from 257.2 due to higher quotations for hogs, eggs, eastern butterfat and cheesemilk and western milk and wool which offset lower prices for the remaining livestock items and eastern fowl and wool.

**The residential building material prices** index (1935-39=100) was virtually unchanged at 293.4. A month earlier it was 293.3.

**The non-residential building material** prices index (1949=100) was also virtually unchanged at 130.1 from 130.0 a month earlier.

### U.K. Index of Retail Prices, December 1956

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 103.1 to 103.4 between mid-November and mid-December 1956. It was the highest point reached all year.

## Labour's Gains in 1956

*(Continued from page 449)*

in 1955 because of the continued growth of the labour force. In the United Kingdom the general level of employment showed no significant change, but manufacturing employment declined slightly, with the textile and automobile industries suffering more than the general average. Unemployment in the United Kingdom increased somewhat. In Canada the general level of employment was about 4 per cent over 1955 levels, manufacturing employment was up nearly 5 per cent from 1955 to 1956—declined substantially.

Consumer prices, which had shown an upturn in a number of countries late in 1955, rose more generally during 1956. The latest information available for 83 countries (principally relating to September, October or November) shows an average increase of 3 per cent from 1955 to 1956—this increase being somewhat greater than the average rise during the preceding 12 months. Available figures do not fully reflect the influence of the Suez crisis and

recent development in Hungary and Poland, which will probably exert upward pressure on prices in the countries immediately concerned, if not on world markets.

Of the 25 countries reporting wage statistics for 1955 and 1956, only one reported a slight decline in money wages. In nine other cases, however, money wages failed to keep pace with rising consumer prices, resulting in a decline in real wages. Among the 25 countries as a group the average rise in real wages was 1.6 per cent, compared with 3.5 per cent during the preceding 12-month period.

Manufacturing production, as indicated by preliminary figures, continued to rise more rapidly than manufacturing employment (preliminary annual average) in most countries in 1956, implying a continuing increase in productivity per person employed. In a number of cases, however, and particularly in Europe, the increase in manufacturing output was smaller than in 1955.

# Publications Recently Received

## in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 104.

### Automation

1. AMERICAN MANAGEMENT ASSOCIATION. *A New Approach to Office Mechanization: Integrated Data Processing through Common Language Machines. The United States Steel Corporation Program.* Elizabeth Marting, editor. New York, 1954. Pp. 62.

Describes various kinds of automatic and electronic office machines.

2. BLOOMBERG, WARNER. *The Age of Automation, its Effects on Human Welfare.* New York, League for Industrial Democracy, c1955. Pp. 39.

The author suggests some solutions to the problems raised by automation.

### Collective Bargaining

3. AMERICAN MANAGEMENT ASSOCIATION. *Current Issues in Contract Negotiation.* New York, 1956. Pp. 36.

Contents: Supplemental Unemployment Benefits—today and tomorrow. Meeting Post-Strike Problems. The Long-Term Contract: One Company's Experience. A. Labour Relations Aspects. B. Legal Aspects.

4. BROTHERHOOD OF RAILROAD TRAINMEN. *Negotiating Manual, Canada 1954.* Ottawa, 1954. Pp. 140.

Partial Contents: Handling Claims and Grievances. Investigations involving Alleged Violation of Rules. Provisions of the Constitution relating to handling Grievances and Claims, negotiating Changes in Rules, and Representation and Investigations. Rules and Sections of the Constitution of the B. of R.T. Railway Act, 1919. Railway Safety-Appliance Standards.

### Congresses and Conventions

5. INTERNATIONAL UNION OF ELECTRICAL, RADIO AND MACHINE WORKERS. *Proceedings First Biennial Economic Policy Conference, Cincinnati, Ohio, May 11-12, 1955.* Washington, 1955. Pp. 182.

6. MARINE WORKERS FEDERATION. *Proceedings, Tenth Annual Convention, Liverpool, Nova Scotia, July 20th, 21st, 22nd, 1955.* Halifax, 1956. Pp. 41-95.

### Co-operation

7. INTERNATIONAL LABOUR OFFICE. *Co-operation; a Worker's Education Manual.* Geneva, 1956. Pp. 157.

Partial Contents: Origins and Economic and Social Basis of the Co-operative Movement. The Co-operative Movement throughout the World. Co-operative Federation. Inter-Co-operative Relations. The Co-operative Movement and Education. The State and Co-operation. Co-operative Action and the Manifest Needs of the Common People.

8. INTERNATIONAL LABOUR OFFICE. *Co-operatives.* Fourth Item on the Agenda. Geneva, 1956. Pp. 70.

At Head of Title: Report 4. Sixth Conference of American States Members of the International Labour Organization. Havana, September 1956.

Contains a survey of the co-operative movement in member countries of the American States Members of the ILO.

### Discrimination in Employment

9. HOPE, JOHN. *Equality of Opportunity; a Union Approach to Fair Employment.* With an introd. by Hubert Humphrey. Washington, Public Affairs Press, 1956. Pp. 142.

Describes how the United Packinghouse Workers of America have improved human relations in the factory, the union hall, and the community.

10. INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA. FAIR PRACTICES AND ANTI-DISCRIMINATION DEPARTMENT. *Handbook for Local Union Fair Practices Committees.* Detroit, 1955. Pp. 24.

Describes the work of National UAW-CIO Fair Practices and Anti-Discrimination Department and suggests how to set up local committees.

### Economic Conditions

11. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *Preliminary Estimates of National Income and Expenditures, 1950 to 1955.* London, H.M.S.O., 1956. Pp. 13.

12. JACKSON, GILBERT EDWARD. *The Pattern of Growth in Canada.* A Speech to the Canadian Electrical Association, Manoir Richelieu, Murray Bay. Toronto, Gilbert Jackson and Associates, 1956. Pp. 20.

The author gives his view on the Canadian economy.

13. NATIONAL BUREAU OF ECONOMIC RESEARCH. *Basic Research and the Analysis of Current Business Conditions*, by Solomon Fabricant, Director of Research. Thirty-Sixth Annual Report; a Record of 1955 and Plans for 1956. New York, 1956. Pp. 88.

## Education

14. NEEDLES, IRA G. *Wanted: 150,000 Engineers and Technicians; the Waterloo Plan*. A Talk...before the Kitchener-Waterloo Rotary Club, August 27, 1956. Kitchener, B. F. Goodrich Canada Ltd., 1956. Pp. 14.

Among other things the Waterloo Plan envisages a six-year engineering course after Grade 12. It would be a co-operative plan where students spend alternate 13-week periods in college and industry. The student becomes familiar with industry operations and earns money. Industry acquires trainee employees.

15. U.S. NATIONAL SCIENCE FOUNDATION. *Federal Support for Science Studies in Higher Education, 1954*. Washington, G.P.O., 1956. Pp. 33.

Tells about federal programs which provide direct financial aid to undergraduate and graduate students and people doing post-doctoral work at universities during the year 1954.

## Education - - Labouring Classes

16. ASIAN TRADE UNION COLLEGE, CALCUTTA. *Asian Trade Union College; the Story of an International Experiment in Free Trade Union Education, November 5, 1952-October 16, 1954*. Calcutta, 1955. Pp. 54.

The two main aims of the College are: (a) To bring together active trade union workers from all over Asia to teach them about modern trade unionism and to equip them to carry on organizational work in their own countries more efficiently; and, (b) To train groups of workers to organize local educational programs in their own countries.

17. MIRE, JOSEPH. *Labour Education, a Study Report on Needs, Programs, and Approaches, conducted on Behalf of the Inter-University Labor Education Committee*. Madison, Wis., Inter-University Labor Education Committee, c1956. Pp. 200.

"The purpose of this study is to explore the most effective and feasible methods of advancing liberal education for workers."

## Employees - - Training

18. CONNECTICUT. COMMISSION ON CIVIL RIGHTS. *Training of Negroes in the Skilled Trades*, prepared by Henry G. Stetler. Hartford, 1954. Pp. 62.

This study describes the training received by Negroes in Connecticut.

19. ROSENBERGER, HOMER TOPE. *How to organize and administer an Employee Training Program; a Manual for Executives and Training Directors*. Washington,

Society for Personnel Administration, 1956. Pp. 35.

"...Attempts to assist executives and training directors to anticipate problems which occur frequently in the planning and conducting of employee training and thus reduce the number and complexity of these problems."

## Employment Management

20. AMERICAN MANAGEMENT ASSOCIATION. *Assuring Adequate Reserves of Key Personnel: Managers, Trainees, Technicians*. New York, 1956. Pp. 72.

Partial Contents: Foreman Selection and Development; Key to Efficient Operation. Audio-Visual Recruitment on Campus. Recruiting in Basic Industry. Meeting the Long-Range Demand for Engineers and Scientists. Gaining Maximum Effectiveness of Engineers and Technicians.

21. AMERICAN MANAGEMENT ASSOCIATION. *Personnel Practice and Policy: the Changing Picture*. New York, 1956. Pp. 59.

Contents: The Individual and Organizational Structure: Recent Findings in Human Relations Research. Creativity and Psychological Health. The Role of the Personnel Department in Improved Productivity. Maintaining Sound Personnel Policies in a Decentralized Operation. General Electric's Employee Relations Index. Maintaining the Identity of the Industry.

22. FRASER, JOHN MUNRO. *Interviewing*. London, Pitman, 1956. Pp. 54.

The author suggests that the interviewer should grade a person under five headings: First Impression, Qualifications, Brains, Motivation, and Adjustment.

23. NETHERLANDS (KINGDOM, 1815-...), MINISTRY OF SOCIAL AFFAIRS AND PUBLIC HEALTH. *The Influence of Sickness Absenteeism on Labor Productivity in the Netherlands*. The Hague, 1955. Pp. 16.

A Commission was appointed to look into the question of absenteeism. Its Interim Report published in 1954 stated, among other things, that there has been an increase in absenteeism since the war; that sickness frequency decreases as length of service in the company increases; psychological factors affect absenteeism; and, employees should be instructed in industrial hygiene and safety.

## Industrial Health

24. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH DIVISION. *Occupational Health Services in Industry in Canada, 1954*. Ottawa, 1956. Pp. 46.

Shows the number and type of establishments providing occupational health services. "Its scope is confined to the medical and nursing care given within the plant or through home visits by nurses, and to the number of physicians and nurses employed on these services."

25. VALLAND, A. *Les solvants chlores et l'hygiène industrielle; dichlorethylene, trichlorethylene et perchlorethylene*, par A. Valland, V. Raymond et P. Salmon. Paris, Institut national de sécurité pour la prévention des accidents du travail et des maladies professionnelles, 1956. Pp. 356.

Describes the safest way of dealing with the three chemicals named.

## Industrial Relations

26. CANADIAN ASSOCIATION FOR ADULT EDUCATION. *Resolved that: Strikes are Never Necessary, Pro-Con.* Toronto, 1956. Pp. 6.

Accompanies the Citizens' Forum broadcast on the same topic.

27. CHAMBERS, IRENE M. *A Study of Contrasts in Industrial Relations.* Boston, Simmons College, Prince School of Retailing, 1953. Pp. 42.

Most of this study deals with profit sharing.

28. CHARPENTIER, ALFRED. *L'orientation des relations patronales ouvrières.* Montreal, Therien Frères Ltée, 1956. Pp. 244.

Contents: Quelques aspects du problème salaire. Le syndicalisme patronal du Québec. Besoin de collaboration patronale-ouvrière. Comment organiser la profession. Problème de coopération intersyndicale.

29. CONFERENCE ON STATISTICS OF LABOR-MANAGEMENT RELATIONS, ASILOMAR, CAL., 1955. *Statistics of Labor-Management Relations. Proceedings of a Conference held at Asilomar, Pacific Grove, California, May 12-13, 1955.* Sponsored by Pacific Coast Committee on Social Statistics, Social Science Research Council and co-sponsored by Institute of Industrial Relations, University of California, Berkeley, California. Berkeley, Institute of Industrial Relations, University of California, 1956. Pp. 132.

Contents: Statistics of Union Membership. Analysis of Contract Provisions. Statistics of Health and Welfare Programs. Statistical Problems in measuring Employer Expenditures for Wage Supplements. Work Stoppage and Mediation Statistics.

30. SHISTER, JOSEPH. *Conflict and Stability in Labor Relations: a Case Study,* by Joseph Shister and William Hamovitch. Buffalo, Department of Industrial Relations, School of Business Administration, University of Buffalo, 1952. Pp. 69.

Deals with industrial relations at the Bell Aircraft Corporation in Buffalo from 1937 to 1952. Most of the union members at the plant belong to Local 501, UAW-CIO.

## Job Analysis and Specification

31. BRISTOL AND BATH PRODUCTIVITY ASSOCIATION. "What about Work Study?" *An Enquiry into its Benefits and Snags,* by a Bristol Working Party. Bristol, 1956. Pp. 40.

Work study determines "how the job should be done, how long it should take, and how much it is worth."

Defines work study, outlines advantages and some problems which may arise. Includes nine successful applications of work study.

32. BRITISH INSTITUTE OF MANAGEMENT. *The Measuring of Work in the Office.* London, 1956. Pp. 20.

Describes the scope, usefulness and various ways of measuring work in the office.

33. BRITISH PRODUCTIVITY COUNCIL. *Why not Work Study?* London, 1956. Pp. 16.

Work study is successful because: (1) it reorganizes work more efficiently; (2) it is systematic; (3) it sets standards of performance; (4) it produces savings quickly; (5) it can be applied anywhere; (6) it points out weaknesses in an organization.

34. BRITISH PRODUCTIVITY COUNCIL. *Work Study aids Farmers; Case Studies show How.* London, 1956. Pp. 7.

Work study helps to make more effective use of time on farms.

## Labour Laws and Legislation

35. HAIDANT, PAUL. *Précis de législation industrielle et sociale.* 4. ed., revue et mise au point avec la collaboration de M. J. Bienvenu, Contrôleur social. Liège, Impr. Vaillant-Carmanne, 1955. Pp. 310.

A survey of Belgium laws covering labour, factories and social security.

36. IRISH TRADE UNION CONGRESS. NORTH-EERN IRELAND COMMITTEE. *Repeal the Trade Disputes Act.* Belfast, 1956? Pp. 14.

The Union alleges: That the Trades Disputes Act doesn't permit a civil servant to join a union not confined to civil servants and he cannot join a federation; that the Act is vague about the right to strike; that picketing is virtually impossible, etc.

37. KAMMHOLZ, THEOPHIL CARL. *A Look at Some Legal Problems on the 1957 Labor-Management Scene.* Address before the New Jersey Manufacturers Association and the Management Program, Institute of Management and Labor Relations, Rutgers, The State University. Washington, 1956. Pp. 19.

38. MCCLAIN, JOSEPH A. *The Union Shop Amendment: Compulsory "Freedom" to a Union.* Chicago? American Bar Association, 1956. Pp. 10.

Concerns the decision of the United States Supreme Court which ruled in the case *Railway Employees Department, A.F. of L. v. Hanson* that a man may be forced under an agreement authorized by federal statute to be a member of a private organization as a condition of employment.

39. SLIGHTER, SUMNER HUBER. *The Development of National Labor Policy.* Philadelphia, University of Pennsylvania Bicentennial Conference, 1941. Pp. 141-160.

40. U.S. BUREAU OF LABOR STANDARDS. *Why Child Labor Laws?* Washington, G.P.O., 1956. Pp. 22.

"...Reflects current thinking and developments in the field of child labor regulation."

## Labour Organization

41. GALENSON, WALTER. *The Unionization of the American Steel Industry.* Berkeley, 1956. Pp. 34. Institute of Industrial Relations, University of California, 1956.

Traces the efforts to organize steel workers in the 1930's. The unions involved were the Amalgamated Association of Iron, Steel and

Tin Workers, A.F. of L. and the Steel Workers' Organizing Committee, C.I.O. These two unions merged in May 1942 to form the United Steelworkers of America.

42. INTERNATIONAL CENTER OF FREE TRADE UNIONISTS IN EXILE. *Trade Unions in Eastern Europe*. Paris, 1956. Pp. 59.

Contents: 1. History of the Trade Union Movements in the Countries today under the Communist Yoke. 2. The Trade Union Organizations in Eastern Europe. 3. The Labor Code, the Trade Unions, the Work Committees. 4. Congresses. 5. Law on Labor Discipline. 6. The Trade Unions and Forced Labor. 7. The Work Day and Rest, Vacations Overtime. 8. The World Trade Union Federation and its Export Propaganda.

43. KENNEDY, VAN DUSEN. *The Role of the Union in the Plant in India*. Berkeley, Institute of Industrial Relations, University of California, 1956. Pp. 16.

The author states that "in India systematic functioning of unions and organized relations with managements on a daily basis in the plant or at the work place are largely unknown at the present time."

### Labouring Classes

44. AMALGAMATED ENGINEERING UNION. *The Fight for the Forty-Hour Week, 1830-1955*. London, London North District Committee of the Amalgamated Engineering Union, 1956. Pp. 23.

45. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *Security in an Industrial Economy*. Eighth Annual Conference, April 16 and 17, 1956. Montreal, 1956. Pp. 133.

Contents: The Importance of Security for the Individual, by Graham C. Taylor. Security and the Role of the State, by George F. Davidson. Security and Economic Change, by Edwin E. Witte. A Union View of the Security Problem, by Carrol L. Coburn. Private Enterprise and the Security Issue, by W. Allan Campbell.

46. QUEBEC (PROVINCE). DEPARTMENT OF LABOUR. *General Report on the Activities... during the Year ending March 31, 1956*. Quebec, Queen's Printer, 1956. Pp. 299.

47. U.S. DEPARTMENT OF LABOR. *The American Workers' Fact Book*. Washington, 1956. Pp. 433.

Partial Contents: The Labor Force. The Labor Market. Unemployment. Production and Productivity. Earnings and Wages. Preparation for Work. Industrial Safety. Workmen's Compensation. Wages and Hours. Protection of Children. Unemployment Insurance. Labor Unions. Labor-Management Relations. Collective Bargaining. Foreign Labor Activities. Government and the Worker.

### Occupations

48. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Machinist's Trade*. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer 1956. Pp. 395.

Contains "the essential body of knowledge and skills to be mastered by a trainee during his apprenticeship in this trade."

49. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Plastering Trade*. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1956. Pp. 41.

Analyzes phases of the plastering trade which are considered essential in every province.

50. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Careers in Home Economics*. Ottawa, Queen's Printer, 1956. Pp. 20.

Among other things this pamphlet deals with qualifications, training, advantages and disadvantages and employment prospects of home economists in Canada.

51. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Occupations in the Aircraft Manufacturing Industry*. Ottawa, Queen's Printer, 1956. Pp. 30.

Tells something about the aircraft manufacturing industry. Outlines some of the jobs in the industry and the necessary qualifications and training.

52. U.S. EMPLOYMENT SERVICE. *Estimates of Worker Trait Requirements for 4,000 Jobs as defined in the Dictionary of Occupational Titles (an Alphabetical Index)*. Washington, G.P.O., 1956. Pp. 157.

### Older Workers

53. FRANKE, WALTER H. *Employment Policies with Respect to Older Workers in South Dakota*. Vermillion, Business Research Bureau, University of South Dakota, 1956. Pp. 37.

Based on the answers to a questionnaire sent to business and industrial firms in South Dakota to obtain information about their employment practices with respect to older workers.

54. U.S. BUREAU OF EMPLOYMENT SECURITY. *Older Worker Adjustment to Labor Market Practice; an Analysis of Experience in Seven Major Labor Markets*. Washington, G.P.O., 1956. Pp. 269.

Partial Contents: Characteristics of Older Job Seekers. Older Workers on the Job. Comparison of Employed and Unemployed Older Workers. Age Factors in Labor Turnover.

55. U.S. NATIONAL INSTITUTE OF MENTAL HEALTH. *Looking Forward to the Later Years*. Rev. ed. Washington, 1953. Pp. 14.

This booklet is intended to help older people accept the process of growing old.

### Pensions

56. BANKERS TRUST COMPANY, NEW YORK. *A Study of Industrial Retirement Plans, including Analyses of Complete Programs recently adopted or revised*. 1956 ed. New York, 1956.

Discusses general pension practices and the trend in these practices. Describes amendments which 172 companies made in their retirement programs between 1953 and 1955. Contains tabulation of the important provisions of 68 new retirement programs adopted between 1953 and 1955, and a tabulation of the important provisions of 172 retirement programs which were amended or supplemented between 1953 and 1955.

57. INTERNATIONAL LONGSHOREMEN'S AND WAREHOUSEMEN'S UNION. *Welfare and Pensions on the Docks of the Pacific Coast*. San Francisco, c1956. Pp. 22.

Describes welfare plans negotiated between the Pacific Maritime Association and the ILWU on the Pacific Coast.

58. NATIONAL PLANNING ASSOCIATION. *Private Pension Plans; a Statement by the NPA Business Committee on National Policy*. Washington, 1956. Pp. 29.

Briefly summarizes growth and characteristics of private pension plans.

### Production—Cost

59. AMERICAN MANAGEMENT ASSOCIATION. *Company Experiences in Manufacturing Cost Reduction*. New York, 1956. Pp. 40.

Contents: Cost Reduction Activity at Johnson and Johnson: I. Cost Reduction through Management. II. Cost Accounting—Basis for Management Action. III. The Supervisor uses Controls for Cost Reduction. Maytag's Program of Expense Reduction. Concern for Cost: a Participative Approach.

60. AMERICAN MANAGEMENT ASSOCIATION. *How to reduce Production Costs: Basic Approaches, Tools and Techniques*. New York, 1956. Pp. 88.

Partial Contents: The Importance of Plant Layout in Cost Reduction. The Role of Accident Prevention in Cost Reduction. Quality Control's Contribution to the Reduction of Manufacturing Costs. Automation—Tool of Cost Reduction. The Role of Production Planning in Cost Reduction.

### Productivity

61. BRITISH PRODUCTIVITY COUNCIL. *Policy and Progress, 1955-56*. London, 1956. Pp. 36.

62. BRITISH PRODUCTIVITY COUNCIL. *Productivity and Redundancy*. London, 1956.

Redundancy does not occur when the demand for goods requires more production; when new products can be developed and other work can be provided in the same firm; or when recruitment can be adjusted or overtime reduced.

63. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in Farming*. London, 1955. Pp. 29.

Farm management has increased profitability and productivity. Mechanization has increased production in Britain.

64. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in Freight Handling*. London, 1956. Pp. 47.

Transport is the largest industry in Britain. This study shows that freight handling can still be made more efficient in Britain.

65. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in the Bronze and Brass Casting Industry*. London, 1955. Pp. 40.

Shows development of foundry practices since the visit of the British Brassfoundry Industry Productivity Team to the U.S. in 1950.

66. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Boosting Productivity*. Washington, 1956. Pp. 12.

Points out that the successful supervisor inspires the will to work among the employees under him.

67. U.S. BUREAU OF LABOR STATISTICS. *Man-Hours per Unit of Output in the Basic Steel Industry, 1939-55*. Washington, G.P.O., 1956. Pp. 40.

Contains information on trends in productivity in the blast furnace, steel works and rolling mills industries.

### Women—Employment

68. U.S. WOMEN'S BUREAU. *Employment of Women College Graduates; Class of 1955, What They were doing in Early 1956*. Washington, G.P.O., 1956. Pp. 6.

69. U.S. WOMEN'S BUREAU. *Equal Pay for Women; Sound Practice, Good Policy*. Washington, G.P.O., 1956. Leaflet.

70. U.S. WOMEN'S BUREAU. *How to conduct an Earning Opportunities Forum in Your Community*. Washington, G.P.O., 1956. Pp. 15.

### Workmen's Compensation

71. CANADA. DEPARTMENT OF LABOUR. GOVERNMENT EMPLOYEES COMPENSATION BRANCH. *Manual of Procedure under the Government Employees Compensation Act*. Ottawa, 1956. Pp. 9.

72. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *The IAIABC Handbook*. Washington, 1956. Pp. 57.

Contains a description of the activities and objects of the Association since its organization in 1914.

73. INTERNATIONAL ASSOCIATION OF INDUSTRIAL ACCIDENT BOARDS AND COMMISSIONS. *Workmen's Compensation Problems, 1955. Proceedings, 41st Annual Convention of the I.A.I.A.B.C., Chicago, Ill., September 25-29, 1955*. Washington, U.S. Bureau of Labor Standards, 1956. Pp. 230.

### Miscellaneous

74. AKINS, BRIAN EDWARD. *Report on Techniques of Winter Construction*. A Thesis presented to the Faculty of Civil Engineering, University of Manitoba in Partial Fulfillment of the Requirements for the Degree Bachelor of Science in Civil Engineering. Ottawa, Canadian Construction Association, 1956. Pp. 48.

Partial Contents: Winter Construction Analysis. Curing and Protection of Concrete under Winter Weather Conditions. Design of Hoarding Structures.

75. CITIZENS RESEARCH INSTITUTE OF CANADA. *Provincial Civil Service*. Toronto, 1956. 2 Parts.

76. COUNCIL OF PROFIT SHARING INDUSTRIES. *Key to Industrial Teamwork*. The 1955 Transcript of the Eighth Annual Conference, Pasadena, California, November 9 and 10, 1955. Chicago, c1956. Pp. 161.

77. MANITOBA. DEPARTMENT OF INDUSTRY AND COMMERCE. *Industrial Resources of Manitoba*. Edited by R. E. Grose. Winnipeg, Queen's Printer, 1954. Pp. 256.

78. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Compensation of Top Executives*. New York, 1956. Pp. 31.

Detailed information is given in tables about salaries, total pay and estimated pensions of the three highest-paid officers in 903 companies in twenty-eight industrial groups.

79. UNITED NATIONS. DEPARTMENT OF ECONOMIC AND SOCIAL AFFAIRS. *Assistance to the Needy in Less-Developed Areas; a Survey of Methods of administering Assistance in Various Countries*. New York, 1956. Pp. 227.

Describes conditions in nine countries: Egypt, Iran, Libya, Burma, Ceylon, Japan, Bolivia, Chile and Ecuador.

80. U.S. SELECTIVE SERVICE SYSTEM. *Annual Report of the Director for the Fiscal Year 1956 to the Congress of the United States pursuant to the Universal Military Training and Service Act amended*. Washington, G.P.O., 1957. Pp. 116.

## ***Just Off the Press***

# **WOMEN AT WORK IN CANADA**

## **A Fact Book on the Female Labour Force of Canada**

Gives a concise, factual account of the growth in numbers, the age distribution, marital status, occupations and earnings of gainfully employed women in Canada. Also contains brief account of laws that affect women's work and some information regarding working conditions in selected industries in which a substantial number of women work

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# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 19, 1957**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,696	107	418	1,614	2,112	978	467
Agricultural.....	677	*	37	156	183	277	23
Non-Agricultural.....	5,019	106	381	1,458	1,929	701	444
Males.....	4,331	87	327	1,252	1,544	766	355
Agricultural.....	651	*	36	154	172	266	22
Non-Agricultural.....	3,680	86	291	1,098	1,372	500	333
Females.....	1,365	20	91	362	568	212	112
Agricultural.....	26	*	*	*	11	11	*
Non-Agricultural.....	1,339	20	90	360	557	201	111
All Ages.....	5,696	107	418	1,614	2,112	978	467
14—19 years.....	525	14	40	193	165	80	33
20—24 years.....	716	17	54	230	244	125	46
25—44 years.....	2,651	49	183	748	994	457	220
45—64 years.....	1,585	25	121	397	615	275	152
65 years and over.....	219	*	20	46	94	41	16
<i>Persons with Jobs</i>							
All status groups.....	5,393	96	383	1,491	2,040	944	439
Males.....	4,060	76	295	1,141	1,483	734	331
Females.....	1,333	20	88	350	557	210	108
Agricultural.....	671	*	36	154	182	276	22
Non-Agricultural.....	4,722	95	347	1,337	1,858	668	417
Paid Workers.....	4,307	86	309	1,211	1,719	604	378
Males.....	3,080	68	228	884	1,206	414	280
Females.....	1,227	18	81	327	513	190	98
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	303	11	35	123	72	34	28
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,146	155	473	1,462	1,633	943	480
Males.....	1,058	48	111	263	306	216	114
Females.....	4,088	107	362	1,199	1,327	727	366

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Week Ended January 19, 1957		Week Ended December 15, 1956		Week Ended January 21, 1956	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	315	283	198	182	299	281
Without Jobs.....	303	272	186	171	286	269
Under 1 month.....	111	—	97	—	82	—
1—3 months.....	162	—	71	—	154	—
4—6 months.....	20	—	11	—	29	—
7—12 months.....	*	—	—	—	*	—
13—18 months.....	*	—	—	—	*	—
19—and over.....	*	—	—	—	*	—
Worked.....	12	11	12	11	13	12
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	*	*

<sup>(1)</sup> To obtain number seeking part-time work, subtract figures in this column from these in the "Total" column.

\* Less than 10,000.

**TABLE A-3.—DESTINATION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Adult Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	68,269
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	64,551
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.**TABLE A-4.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,822	13,800	7,500	1,649	29,264	12,482	435	91,039

## B—Labour Income

### TABLE B-1.—ESTIMATES OF LABOUR INCOME

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manufacturing	Construction	Utilities, Transportation, Communication, Storage, Trade	Finance, Services, (including Government)	Supplementary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	190	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—January.....	75	349	71	280	263	39	1,077
February.....	79	358	69	282	264	38	1,090
March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At December 1, employers in the principal non-agricultural industries reported a total employment of 2,845,391.

### TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
				\$				\$
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1955—Dec. 1.....	117.9	170.9	144.4	62.02	112.3	166.3	147.2	64.71
1956—Jan. 1.....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1.....	125.5	194.1	154.0	66.14	118.0	185.7	156.4	68.79

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955
(a) Provinces						
Newfoundland.....	143.0	151.2	140.9	60.24	59.88	55.11
Prince Edward Island.....	123.9	126.6	120.9	48.24	48.48	45.59
Nova Scotia.....	104.6	105.7	100.5	53.01	52.84	51.01
New Brunswick.....	114.1	112.8	110.2	56.16	56.86	51.68
Quebec.....	126.8	126.5	119.7	63.84	63.80	59.93
Ontario.....	125.8	126.0	117.1	68.57	68.63	64.55
Manitoba.....	111.5	112.2	108.5	61.34	62.10	58.45
Saskatchewan.....	126.6	128.7	121.6	63.38	63.56	58.79
Alberta (including Northwest Territories).....	154.1	155.6	137.5	68.49	69.86	63.94
British Columbia (including Yukon).....	123.9	127.6	116.6	72.49	72.02	66.93
<b>Canada.....</b>	<b>125.5</b>	<b>126.2</b>	<b>117.9</b>	<b>66.14</b>	<b>66.24</b>	<b>62.02</b>
(b) Metropolitan Areas						
St. John's.....	128.2	132.1	124.9	48.40	48.43	45.10
Sydney.....	93.4	92.2	89.4	64.18	62.87	63.28
Halifax.....	123.5	119.5	117.2	51.19	51.45	49.55
Saint John.....	99.9	96.6	95.6	50.31	50.70	48.92
Quebec.....	114.8	115.9	111.9	55.74	55.31	52.23
Sherbrooke.....	112.8	112.8	106.3	56.75	56.13	52.92
Three Rivers.....	120.2	125.4	111.5	61.81	61.59	59.24
Drummondville.....	76.6	74.8	79.0	57.44	56.86	54.30
Montreal.....	125.8	125.1	118.7	64.27	64.62	60.97
Ottawa—Hull.....	124.0	123.5	117.6	58.69	59.71	57.18
Peterborough.....	110.8	110.8	96.4	71.47	72.40	65.50
Oshawa.....	178.5	174.5	80.9	80.59	79.62	66.64
Niagara Falls.....	129.6	135.4	123.3	73.58	73.26	68.62
St. Catharines.....	131.4	131.4	104.8	76.34	76.84	72.35
Toronto.....	132.3	132.0	126.2	68.68	69.38	65.25
Hamilton.....	116.6	116.6	111.6	72.60	72.31	67.17
Brantford.....	88.6	83.9	88.1	62.25	62.29	60.46
Galt.....	112.4	111.7	104.3	60.95	60.68	56.98
Kitchener.....	118.9	119.3	110.6	63.20	63.17	59.59
Sudbury.....	141.5	144.9	132.6	81.08	79.31	76.69
London.....	121.6	122.0	113.1	61.98	62.40	58.85
Sarnia.....	139.4	139.8	126.0	80.96	80.75	75.08
Windsor.....	107.5	105.9	110.2	74.61	69.83	72.01
Sault Ste. Marie.....	134.0	134.7	121.2	83.09	86.82	76.90
Pt. William—Pt. Arthur.....	115.3	115.6	114.1	67.81	68.41	64.93
Winnipeg.....	109.6	110.1	108.7	58.24	58.91	55.50
Regina.....	123.8	123.9	118.1	59.53	59.74	55.90
Saskatoon.....	124.8	126.9	122.5	58.19	57.69	54.59
Edmonton.....	184.5	186.8	163.3	65.19	66.60	59.57
Calgary.....	160.4	160.5	144.3	63.32	63.23	60.54
Vancouver.....	121.7	122.4	112.3	69.42	69.22	64.77
Victoria.....	122.0	123.4	118.2	63.00	61.90	60.94

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955	Dec. 1 1956	Nov. 1 1956	Dec. 1 1955
<b>Mining</b> .....	<b>125.3</b>	<b>126.9</b>	<b>116.5</b>	<b>80.82</b>	<b>79.53</b>	<b>76.32</b>
Metal mining.....	130.5	131.7	120.3	83.56	82.04	78.88
Gold.....	76.2	75.2	75.9	71.97	71.23	69.35
Other metal.....	180.7	184.0	159.0	88.08	86.13	83.30
Fuels.....	112.7	113.0	106.2	79.08	78.08	74.73
Coal.....	65.9	67.2	70.5	63.15	62.17	64.65
Oil and natural gas.....	285.0	281.7	223.6	92.63	92.05	85.18
Non-metal.....	140.4	147.8	131.3	73.49	72.71	69.62
<b>Manufacturing</b> .....	<b>118.0</b>	<b>118.6</b>	<b>112.3</b>	<b>68.79</b>	<b>68.53</b>	<b>64.71</b>
Food and beverages.....	111.8	117.5	109.1	50.52	58.68	56.94
Meat products.....	127.0	126.6	124.6	69.59	69.85	66.27
Canned and preserved fruits and vegetables.....	110.4	137.9	99.6	48.62	44.70	46.40
Grain mill products.....	104.1	102.0	104.5	65.48	65.41	62.21
Bread and other bakery products.....	110.3	110.2	109.3	58.43	57.68	54.69
Biscuits and crackers.....	93.6	100.3	91.3	49.16	50.14	47.88
Distilled and malt liquors.....	116.2	119.6	116.1	74.83	74.67	72.28
Tobacco and tobacco products.....	108.9	81.6	97.3	57.59	64.43	57.77
Rubber products.....	117.5	118.5	114.4	71.29	71.45	66.11
Leather products.....	89.0	88.0	89.2	47.79	46.73	45.46
Boots and shoes (except rubber).....	91.3	89.5	91.2	45.68	44.21	43.16
Textile products (except clothing).....	88.2	87.2	88.1	55.92	55.11	53.03
Cotton yarn and broad woven goods.....	89.7	89.9	88.9	54.59	53.25	50.99
Woolen goods.....	75.2	74.6	74.4	53.51	52.39	51.53
Synthetic textiles and silk.....	85.0	82.5	88.6	61.46	62.05	58.44
Clothing (textile and fur).....	93.6	94.8	94.6	44.48	45.19	42.07
Men's clothing.....	102.4	102.2	99.4	43.47	44.09	40.74
Women's clothing.....	89.7	94.7	91.2	44.15	45.98	41.64
Knit goods.....	80.9	80.2	86.5	45.29	45.09	44.11
Wood products.....	109.6	113.2	107.7	59.86	59.82	57.03
Saw and planing mills.....	109.9	114.8	108.4	61.37	61.38	58.30
Furniture.....	114.8	116.5	112.2	58.95	58.76	56.02
Other wood products.....	98.9	100.3	96.3	54.13	54.00	52.70
Paper products.....	124.0	126.4	119.7	81.55	80.93	77.04
Pulp and paper mills.....	125.6	128.7	122.0	88.00	87.01	82.91
Other paper products.....	120.0	120.5	114.2	65.07	65.09	61.73
Printing, publishing and allied industries.....	117.9	117.5	113.6	72.99	73.41	69.99
Iron and steel products.....	115.4	114.3	107.1	77.40	77.79	73.04
Agricultural implements.....	51.0	45.0	62.9	73.44	74.02	70.75
Fabricated and structural steel.....	166.0	165.6	128.4	80.13	77.70	75.00
Hardware and tools.....	104.9	105.3	107.9	70.90	70.78	67.64
Heating and cooking appliances.....	109.1	109.4	102.9	66.69	67.56	63.78
Iron castings.....	111.3	108.9	104.2	74.57	74.17	73.68
Machinery mfg.....	129.4	128.3	112.4	75.95	76.07	71.53
Primary iron and steel.....	126.2	126.1	114.7	87.41	88.98	80.32
Sheet metal products.....	114.1	116.5	110.3	72.41	74.20	69.31
Transportation equipment.....	146.0	143.3	128.2	77.45	76.48	71.81
Aircraft and parts.....	361.7	356.4	339.2	80.89	82.31	76.86
Motor vehicles.....	142.9	136.5	110.1	86.20	79.57	78.55
Motor vehicle parts and accessories.....	123.5	123.2	93.6	75.81	76.58	70.45
Railroad and rolling stock equipment.....	94.8	94.1	88.9	69.60	68.98	63.69
Shipbuilding and repairing.....	152.2	149.3	141.6	71.59	74.01	68.28
Non-ferrous metal products.....	135.4	136.1	129.9	77.01	77.05	73.95
Aluminum products.....	144.8	142.9	133.5	72.56	72.83	69.09
Brass and copper products.....	109.7	110.3	111.7	72.79	71.76	71.49
Smelting and refining.....	161.0	162.0	152.8	82.97	83.33	79.66
Electrical apparatus and supplies.....	158.4	159.5	145.2	74.20	74.50	69.50
Non-metallic mineral products.....	135.2	137.7	131.2	71.78	71.24	67.48
Clay products.....	112.6	116.2	112.3	67.36	66.34	63.97
Glass and glass products.....	133.1	134.6	132.8	70.91	67.63	65.38
Products of petroleum and coal.....	134.9	135.4	127.0	94.64	93.72	91.58
Chemical products.....	129.0	129.0	124.6	75.77	75.40	71.09
Medicinal and pharmaceutical preparations.....	118.6	117.6	113.4	67.88	68.37	65.54
Acids, alkalis and salts.....	133.9	136.3	128.6	86.07	85.55	79.71
Miscellaneous manufacturing industries.....	113.8	114.9	107.7	58.53	58.14	55.65
<b>Construction</b> .....	<b>142.6</b>	<b>151.5</b>	<b>125.2</b>	<b>70.79</b>	<b>72.12</b>	<b>63.33</b>
Building and structures.....	153.8	162.3	127.7	77.08	78.14	68.80
Building.....	160.3	168.7	132.6	76.55	77.44	68.19
Engineering work.....	125.6	134.2	107.1	80.05	81.95	72.01
Highways, bridges and streets.....	124.7	134.1	121.2	58.32	60.44	54.04
<b>Service</b> .....	<b>126.4</b>	<b>127.8</b>	<b>116.3</b>	<b>44.32</b>	<b>43.82</b>	<b>42.04</b>
Hotels and restaurants.....	120.6	122.5	110.0	37.33	36.85	36.07
Laundries and dry cleaning plants.....	111.6	112.8	106.0	40.18	39.75	38.64
Other service.....	165.7	165.5	151.8	64.51	64.21	59.61
<b>Industrial composite</b> .....	<b>125.5</b>	<b>126.2</b>	<b>117.9</b>	<b>66.14</b>	<b>66.24</b>	<b>62.02</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# **TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Jan. 1, 1957	Dec. 1, 1956	Jan. 1, 1956	Jan. 1, 1957	Dec. 1, 1956	Jan. 1, 1956
Newfoundland.....	37.3	42.1	38.1	157.1	148.3	150.0
Nova Scotia.....	38.4	40.8	37.9	138.6	134.8	133.0
New Brunswick.....	40.2	42.0	40.9	141.6	140.0	135.1
Quebec.....	38.9	42.8	40.2	141.8	140.0	132.3
Ontario.....	37.8	41.3	38.7	166.3	163.8	154.8
Manitoba.....	38.2	40.7	38.4	149.3	146.4	140.8
Saskatchewan.....	38.9	39.7	39.8	162.6	159.6	151.5
Alberta <sup>(1)</sup> .....	38.4	40.7	38.4	164.5	160.1	153.4
British Columbia <sup>(2)</sup> .....	35.4	38.5	36.8	187.6	185.6	178.4

<sup>(1)</sup> Includes Northwest Territories.

<sup>(2)</sup> Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics.)

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1 1957	Dec. 1 1956	Jan. 1 1956	Jan. 1 1957	Dec. 1 1956	Jan. 1 1956	Jan. 1 1957	Dec. 1 1956	Jan. 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining.....	40.8	43.1	42.0	181.4	179.0	165.1	74.01	77.15	69.34
Metal mining.....	40.4	43.2	42.2	189.0	187.0	169.4	76.36	80.78	71.49
Gold.....	40.6	43.3	44.9	159.5	157.5	140.4	64.76	68.20	63.04
Other metal.....	40.3	43.1	40.9	201.3	199.2	184.6	81.12	85.86	75.50
Fuels.....	42.7	42.6	41.7	172.0	168.9	159.7	73.44	71.95	66.59
Coal.....	41.9	40.9	40.7	155.2	150.8	151.5	65.03	61.68	61.66
Oil and natural gas.....	44.4	46.0	44.2	203.2	199.6	179.7	90.22	91.82	79.43
Non-metal.....	39.0	43.8	41.9	166.0	163.0	156.7	64.74	71.39	65.66
Manufacturing.....	38.0	41.5	39.0	157.9	155.5	147.5	60.00	64.53	57.53
Food and beverages.....	37.8	41.0	38.6	137.4	132.7	131.4	51.94	54.41	50.72
Meat products.....	37.5	40.5	38.1	164.7	164.1	153.1	61.76	66.46	58.33
Canned and preserved fruits and vegetables.....	34.1	40.0	35.0	117.2	104.2	117.8	39.97	41.68	41.23
Grain mill products.....	38.6	42.6	39.7	144.5	144.7	140.8	55.78	61.64	55.90
Bread and other bakery products.....	41.8	42.9	42.8	124.1	121.9	115.3	51.87	52.30	49.35
Distilled and malt liquors.....	39.8	40.4	40.5	175.2	168.6	167.4	69.73	68.11	67.80
Tobacco and tobacco products.....	38.2	40.0	39.2	138.7	132.5	135.0	52.98	53.00	52.92
Rubber products.....	39.4	42.2	39.4	160.8	160.6	151.0	63.36	67.77	59.49
Leather products.....	36.0	41.0	37.3	109.9	108.0	103.8	39.56	44.28	38.72
Boots and shoes (except rubber).....	34.6	40.6	36.2	106.1	104.5	98.9	36.71	42.43	35.80
Textile products (except clothing).....	39.2	43.6	40.7	118.3	118.1	112.2	46.37	51.49	45.67
Cotton yarn and broad woven goods.....	37.2	42.5	39.2	119.9	120.4	111.1	44.60	51.17	43.55
Woolen goods.....	39.9	44.5	41.0	109.9	110.3	105.7	43.85	49.08	43.34
Synthetic textiles and silk.....	44.2	45.2	43.4	124.9	124.3	119.7	55.21	56.18	51.95
Clothing (textile and fur).....	32.7	39.2	34.5	104.1	103.1	97.7	34.04	40.42	33.71
Men's clothing.....	32.3	38.5	34.6	103.7	102.9	95.9	33.50	39.62	33.18
Women's clothing.....	29.6	36.8	31.5	112.6	108.4	104.1	33.33	39.89	32.79
Knit goods.....	36.0	41.7	37.6	99.4	100.0	96.5	35.78	41.70	36.28
Wood products.....	36.3	41.9	39.4	136.6	136.9	131.1	49.59	57.36	51.65
Saw and planing mills.....	34.5	40.4	38.5	147.2	146.3	140.9	50.73	59.11	54.25
Furniture.....	38.7	44.6	40.6	124.9	126.0	118.1	48.34	56.20	47.95
Other wood products.....	39.3	43.1	41.5	117.7	117.7	112.7	46.26	50.47	46.77
Paper products.....	40.2	42.5	41.4	183.3	181.6	170.9	73.69	77.18	70.75
Pulp and paper mills.....	41.1	42.6	42.1	196.0	195.6	183.1	80.56	83.11	77.00
Printing, publishing and allied industries.....	37.5	42.1	39.2	141.7	140.7	132.4	53.14	59.23	51.90
Iron and steel products.....	38.3	40.4	39.5	184.3	183.0	175.9	70.59	73.93	69.48
Agricultural implements.....	37.7	39.6	39.7	172.3	177.0	170.9	64.96	67.32	67.85
Fabricated and structural steel.....	36.3	42.3	39.6	176.6	176.9	164.9	64.11	74.83	65.30
Hardware and tools.....	38.4	42.6	40.4	157.8	158.1	150.5	60.60	67.35	60.80
Heating and cooking appliances.....	37.8	42.6	40.2	147.8	149.5	140.0	55.87	63.69	56.28
Iron castings.....	37.4	42.2	40.5	171.7	172.8	162.7	64.22	72.92	65.89
Machinery manufacturing.....	40.2	43.9	40.9	165.9	167.6	158.3	66.69	73.58	64.74
Primary iron and steel.....	39.9	41.2	40.1	207.2	206.0	188.7	82.67	84.87	75.67
Sheet metal products.....	36.7	40.7	37.9	168.5	167.9	157.6	61.84	68.34	59.73
*Transportation equipment.....	38.2	41.1	37.1	178.9	179.2	165.8	68.34	73.65	61.51
Aircraft and parts.....	38.8	41.8	40.5	177.7	179.5	170.8	68.95	75.03	69.17
Motor vehicles.....	37.4	42.4	30.2	193.8	193.3	176.2	72.48	81.96	53.21
Motor vehicle parts and accessories.....	37.1	40.2	38.5	179.0	180.2	162.6	66.74	72.44	62.60
Railroad and rolling stock equipment.....	39.8	39.6	38.6	175.0	173.2	161.6	69.65	68.59	62.38
Shipbuilding and repairing.....	36.7	41.1	37.0	170.7	170.2	162.2	62.65	69.95	60.01
*Non-ferrous metal products.....	40.4	41.2	40.5	178.4	175.8	169.0	72.07	72.43	68.45
Aluminum products.....	39.2	41.2	40.4	154.1	151.5	146.1	60.41	62.42	59.02
Brass and copper products.....	39.1	42.1	40.7	161.6	162.0	153.2	63.19	68.20	62.35
Smelting and refining.....	41.4	40.9	40.8	194.4	192.0	185.2	80.48	78.53	75.56
*Electrical apparatus and supplies.....	37.4	41.4	38.9	163.0	162.0	150.0	60.96	67.07	58.35
Heavy electrical machinery and equipment.....	38.5	42.1	38.9	180.9	178.8	168.6	69.65	75.27	65.59
Radios and radio parts.....	36.2	40.4	36.1	141.1	138.8	133.9	51.08	56.08	48.34
Batteries.....	38.6	41.7	41.4	160.2	161.4	149.9	61.84	67.30	62.06
Refrigerators, vacuum cleaners and appliances.....	38.9	39.5	39.2	161.8	160.5	143.2	62.94	63.40	56.13
Miscellaneous electrical products.....	35.8	41.7	.....	155.8	157.1	.....	55.78	65.51	.....
Wire and cable.....	38.5	42.0	.....	171.9	177.0	.....	66.18	74.34	.....
*Non-metallic mineral products.....	39.5	43.7	40.8	158.8	156.1	149.7	62.73	68.22	61.08
Clay products.....	40.4	43.8	42.7	148.8	146.1	139.5	60.12	63.99	59.57
Glass and glass products.....	39.1	43.4	40.7	155.4	154.6	147.6	60.76	67.10	60.07
Products of petroleum and coal.....	40.5	39.8	41.7	212.5	211.1	199.4	86.06	84.02	83.15
Chemical products.....	40.4	41.2	41.0	165.5	163.5	154.7	66.86	67.36	63.43
Medicinal and pharmaceutical preparations.....	39.7	40.7	41.1	131.2	130.3	125.2	52.09	53.03	51.46
Acids, alkalis and salts.....	42.4	41.6	42.4	192.4	189.4	178.0	81.58	78.79	75.47
Miscellaneous manufacturing industries.....	38.0	42.1	39.1	169.3	168.2	157.6	64.67	70.14	61.62
*Durable goods.....	38.2	41.7	39.1	169.3	168.2	157.6	64.67	70.14	61.62
Non-durable goods.....	34.5	41.3	39.0	145.2	141.5	136.5	54.89	58.44	53.24
Construction.....	33.2	42.0	35.2	169.0	169.0	157.1	58.62	70.30	55.30
Buildings and structures.....	33.2	42.0	33.8	182.5	181.4	170.1	60.59	76.19	57.49
Highways, bridges and streets.....	37.9	40.8	38.7	140.9	137.2	129.1	53.40	55.98	49.96
Electric and motor transportation.....	42.5	44.6	44.2	156.4	154.2	149.0	66.47	68.77	65.86
Service.....	39.1	40.1	39.8	92.7	92.0	88.1	36.25	36.89	35.06
Hotels and restaurants.....	39.8	40.1	40.3	93.1	92.4	88.3	37.05	37.05	35.58
Laundries and dry cleaning plants.....	38.3	40.8	39.6	86.6	86.5	82.9	33.17	35.29	32.83

\* Durable manufactured goods industries.

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Week Preceding:						
December 1, 1955.....	41.6	146.1	60.78	145.7	116.9	124.6
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December <sup>(1)</sup> 1, 1956.....	41.6	155.5	64.69	155.1	120.4	128.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956, are 39.0 and \$57.53.

(1) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
March 1, 1952.....	15,129	10,209	25,338	285,454	85,487	370,941
March 1, 1953.....	13,604	13,799	27,403	331,618	72,055	403,683
March 1, 1954.....	9,014	10,176	19,190	457,029	105,622	562,651
March 1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May 1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June 1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July 1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August 1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September 1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October 1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1, 1957 <sup>(1)</sup> .....	18,117	12,376	30,493	447,210	112,994	560,204
March 1, 1957 <sup>(1)</sup> .....	14,218	12,694	26,912	474,661	113,489	588,150

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT JANUARY 31, 1957 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Dec. 31 1956	Jan. 31 1956
<b>Agriculture, Fishing, Trapping</b> .....	<b>499</b>	<b>194</b>	<b>693</b>	<b>+ 104</b>	<b>+ 233</b>
<b>Forestry</b> .....	<b>4,937</b>	<b>25</b>	<b>4,962</b>	<b>-1,733</b>	<b>- 556</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>995</b>	<b>60</b>	<b>1,055</b>	<b>- 23</b>	<b>+ 330</b>
Metal Mining.....	632	16	648	+ 41	+ 247
Fuels.....	234	25	259	- 21	+ 105
Non-Metal Mining.....	85	1	86	0	+ 5
Quarrying, Clay and Sand Pits.....	7	4	11	- 3	+ 8
Prospecting.....	37	14	51	- 40	- 35
<b>Manufacturing</b> .....	<b>4,012</b>	<b>2,553</b>	<b>6,565</b>	<b>+ 53</b>	<b>- 123</b>
Foods and Beverages.....	185	196	381	- 64	+ 48
Tobacco and Tobacco Products.....	3	7	10	- 59	- 10
Rubber Products.....	44	19	63	+ 3	- 13
Leather Products.....	37	132	169	- 50	- 146
Textile Products (except clothing).....	133	144	277	- 59	+ 37
Clothing (textile and fur).....	151	1,154	1,305	- 7	- 129
Wood Products.....	324	90	414	+ 42	- 7
Paper Products.....	158	52	210	- 9	+ 31
Printing, Publishing and Allied Industries.....	137	89	226	- 10	- 61
Iron and Steel Products.....	976	165	1,141	+ 115	+ 161
Transportation Equipment.....	879	79	958	- 49	+ 126
Non-Ferrous Metal Products.....	155	56	211	+ 34	- 162
Electrical Apparatus and Supplies.....	379	94	473	+ 3	- 129
Non-Metallic Mineral Products.....	105	36	141	+ 45	+ 63
Products of Petroleum and Coal.....	36	12	48	- 8	+ 2
Chemical Products.....	214	69	283	+ 28	- 11
Miscellaneous Manufacturing Industries.....	96	159	255	+ 98	+ 77
<b>Construction</b> .....	<b>1,214</b>	<b>130</b>	<b>1,344</b>	<b>- 403</b>	<b>- 116</b>
General Contractors.....	932	76	1,008	- 327	- 109
Special Trade Contractors.....	282	54	336	- 76	- 7
<b>Transportation, Storage and Communication</b> .....	<b>857</b>	<b>336</b>	<b>1,193</b>	<b>+ 125</b>	<b>+ 175</b>
Transportation.....	730	170	900	+ 142	+ 194
Storage.....	24	31	55	- 21	+ 6
Communication.....	103	135	238	+ 4	- 25
<b>Public Utility Operation</b> .....	<b>233</b>	<b>30</b>	<b>263</b>	<b>+ 22</b>	<b>+ 93</b>
<b>Trade</b> .....	<b>1,941</b>	<b>1,578</b>	<b>3,519</b>	<b>+ 422</b>	<b>- 352</b>
Wholesale.....	650	539	1,189	+ 147	- 127
Retail.....	1,291	1,039	2,330	+ 275	- 225
<b>Finance, Insurance and Real Estate</b> .....	<b>661</b>	<b>748</b>	<b>1,409</b>	<b>- 11</b>	<b>- 139</b>
<b>Service</b> .....	<b>3,215</b>	<b>6,709</b>	<b>9,924</b>	<b>-2,296</b>	<b>- 1,494</b>
Community or Public Service.....	417	1,332	1,749	- 62	+ 597
Government Service.....	1,753	348	2,101	-1,342	- 1,781
Recreation Service.....	130	89	219	- 14	+ 64
Business Service.....	544	407	951	- 48	- 145
Personal Service.....	371	4,533	4,904	- 830	- 229
<b>Grand Total</b> .....	<b>18,564</b>	<b>12,363</b>	<b>30,927</b>	<b>-3,740</b>	<b>- 1,949</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT JANUARY 31, 1957 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers....	3,271	911	4,182	5,697	1,510	7,207
Clerical workers.....	1,320	3,573	4,893	13,040	25,515	38,555
Sales workers.....	960	705	1,665	6,061	14,644	20,705
Personal and domestic service workers....	469	5,022	5,491	35,519	21,152	56,671
Seamen.....	36	.....	36	5,602	36	5,638
Agriculture and fishing.....	556	17	573	4,985	634	5,619
Skilled and semiskilled workers.....	10,153	1,648	11,801	204,488	21,404	225,892
Food and kindred products (inc. tobacco).....	34	17	51	2,177	736	2,913
Textiles, clothing, etc.....	148	1,305	1,453	2,949	12,514	15,463
Lumber and lumber products.....	5,658	1	5,659	26,102	250	26,352
Pulp, paper (incl. printing).....	62	2	64	983	452	1,435
Leather and leather products.....	20	85	105	1,491	1,098	2,589
Stone, clay and glass products.....	17	2	19	835	58	893
Metalworking.....	950	11	961	12,718	1,201	13,919
Electrical.....	243	7	250	1,832	1,483	3,315
Transportation equipment.....	23	2	25	653	40	693
Mining.....	388	.....	388	1,731	.....	1,731
Construction.....	496	.....	496	77,283	14	77,297
Transportation (except seamen).....	575	27	602	36,092	111	36,203
Communications and public utility.....	56	.....	56	898	3	901
Trade and service.....	140	144	284	4,235	1,963	6,198
Other skilled and semiskilled.....	1,214	38	1,252	22,890	1,103	23,993
Foremen.....	45	7	52	5,237	366	5,603
Apprentices.....	84	.....	84	6,382	12	6,394
Unskilled workers.....	1,352	560	1,852	171,818	28,099	199,917
Food and tobacco.....	38	64	102	7,426	8,722	16,148
Lumber and lumber products.....	267	13	280	22,211	1,098	23,309
Metalworking.....	139	14	153	5,576	685	6,261
Construction.....	361	.....	361	93,766	3	93,769
Other unskilled workers.....	547	409	956	42,839	17,591	60,430
<b>Grand Total.....</b>	<b>18,117</b>	<b>12,376</b>	<b>30,493</b>	<b>447,210</b>	<b>112,994</b>	<b>560,204</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JANUARY 31, 1957

(Source: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Jan. 31, 1957	Jan. 3, 1957	Feb. 2, 1956	Jan. 31, 1957	Jan. 3, 1957	Feb. 2, 1956
<b>Newfoundland</b> .....	<b>290</b>	<b>340</b>	<b>330</b>	<b>23,291</b>	<b>16,973</b>	<b>18,987</b>
Corner Brook.....	7	2	21	4,663	3,299	3,838
Grand Falls.....	36	25	.....	2,010	1,646	1,488
St. John's.....	247	313	309	16,618	12,028	13,661
<b>Prince Edward Island</b> .....	<b>67</b>	<b>80</b>	<b>69</b>	<b>4,928</b>	<b>3,741</b>	<b>4,164</b>
Charlottetown.....	38	48	46	3,171	2,369	2,612
Summerside.....	29	32	23	1,757	1,372	1,552
<b>Nova Scotia</b> .....	<b>630</b>	<b>687</b>	<b>887</b>	<b>26,972</b>	<b>18,764</b>	<b>24,009</b>
Amherst.....	11	15	36	1,178	1,042	986
Bridgewater.....	35	25	28	1,754	1,314	1,672
Halifax.....	454	486	596	5,127	3,668	4,402
Inverness.....	.....	.....	.....	1,234	567	979
Kentville.....	39	49	35	3,490	2,214	2,766
Liverpool.....	7	4	9	688	484	497
New Glasgow.....	44	54	25	3,303	2,171	3,280
Springhill.....	.....	.....	1	916	821	679
Sydney.....	25	15	93	4,633	3,399	4,777
Truro.....	11	32	51	1,628	1,401	1,569
Yarmouth.....	4	7	13	3,021	1,683	2,402
<b>New Brunswick</b> .....	<b>852</b>	<b>898</b>	<b>896</b>	<b>31,411</b>	<b>22,953</b>	<b>27,135</b>
Bathurst.....	15	11	8	5,560	3,799	4,895
Campbellton.....	76	55	24	2,476	1,505	1,910
Edmundston.....	38	49	14	2,260	1,544	1,948
Fredericton.....	81	126	82	1,978	1,604	1,615
Minto.....	104	135	23	647	692	594
Moncton.....	327	314	481	8,979	6,333	7,687
Newcastle.....	9	14	17	3,062	2,206	2,682
Saint John.....	97	137	195	2,803	2,513	2,538
St. Stephen.....	54	21	16	1,803	1,508	1,374
Sussex.....	18	14	13	703	549	626
Woodstock.....	33	22	23	1,140	700	1,266
<b>Quebec</b> .....	<b>10,510</b>	<b>11,659</b>	<b>10,009</b>	<b>168,911</b>	<b>132,707</b>	<b>160,411</b>
Asbestos.....	3	19	50	852	691	574
Beauharnois.....	41	26	21	972	834	938
Buckingham.....	26	24	7	1,164	929	923
Causapsca.....	31	8	153	2,321	1,116	1,621
Chandler.....	1	21	8	2,218	1,340	1,950
Chicoutimi.....	350	440	103	1,519	1,093	1,958
Doibeau.....	155	207	107	791	539	961
Drummondville.....	101	50	65	2,329	1,992	2,334
Farnham.....	11	6	27	1,067	790	1,152
Forestville.....	988	1,404	612	995	526	929
Gaspé.....	3	3	33	1,897	1,122	1,629
Granby.....	52	21	17	1,986	2,402	2,343
Hull.....	57	32	42	4,341	3,337	3,539
Joliette.....	74	109	92	3,626	3,238	3,296
Jonquiere.....	42	56	38	1,799	1,358	2,696
Lachute.....	26	44	18	835	904	729
La Malbaie.....	54	1	110	2,429	1,584	2,167
La Tuque.....	1,795	1,327	1,185	701	671	433
Lévis.....	99	77	67	4,064	3,172	4,032
Louiseville.....	39	30	45	989	885	865
Magog.....	8	2	.....	799	692	686
Maniwaki.....	44	22	109	687	412	497
Matane.....	156	465	100	2,565	1,212	2,694
Mégantic.....	25	28	5	1,025	816	942
Mont-Laurier.....	6	18	9	835	654	667
Montmagny.....	18	21	41	1,912	1,960	1,515
Montreal.....	3,177	3,840	3,518	54,134	42,186	52,199
New Richmond.....	12	33	11	2,196	1,445	1,936
Port Alfred.....	.....	5	23	1,037	866	1,010
Quebec.....	538	581	432	16,147	12,973	15,319
Rimouski.....	102	89	114	3,591	2,330	3,316
Rivière du Loup.....	163	102	18	4,346	2,815	4,153
Roberval.....	585	149	476	668	496	676
Rouyn.....	105	109	291	1,508	1,077	1,560
Ste. Agathe.....	21	22	106	970	706	971
Ste. Anne de Bellevue.....	82	76	81	1,352	971	1,486
Ste. Therese.....	31	55	36	2,128	1,719	1,862
St. Georges Est.....	116	211	180	2,318	1,825	2,088
St. Hyacinthe.....	46	24	89	2,566	2,175	2,430
St. Jean.....	53	42	78	1,958	1,642	1,914
St. Jerome.....	27	38	22	2,079	1,762	1,759
Sept Iles.....	379	547	131	1,520	910	1,333
Shawinigan Falls.....	69	54	30	3,695	3,173	3,911
Sherbrooke.....	148	115	162	4,739	3,784	3,976
Sorel.....	63	60	38	2,396	2,285	2,271
Thetford Mines.....	92	71	54	1,963	1,645	1,780
Trois-Rivieres.....	209	203	757	5,299	4,537	5,156

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JANUARY 31, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(2)			Live Applications		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Jan. 31, 1957	Jan. 3, 1957	Feb. 2, 1956	Jan. 31, 1957	Jan. 3, 1957	Feb. 2, 1956
<b>Quebec—Con.</b>						
Val d'Or.....	60	217	178	1,253	985	1,127
Valleyfield.....	65	87	46	2,191	1,674	2,023
Victoriaville.....	61	154	53	2,431	3,242	2,117
Ville d'Alma.....	111	314	21	1,708	1,215	1,968
<b>Ontario.....</b>	<b>10,354</b>	<b>11,355</b>	<b>11,757</b>	<b>161,324</b>	<b>130,164</b>	<b>144,968</b>
Arnprior.....	50	48	62	510	404	436
Barrie.....	60	40	111	1,320	1,023	1,669
Belleville.....	54	40	14	1,847	1,429	1,788
Bracebridge.....	39	24	19	1,131	949	1,157
Brampton.....	24	44	43	810	581	684
Brantford.....	54	44	89	2,790	2,302	1,949
Brookville.....	35	46	29	544	465	524
Carleton Place.....	7	7	.....	621	404	501
Chatham.....	76	38	151	2,350	2,072	2,088
Cobourg.....	19	11	8	829	755	759
Collingwood.....	14	12	14	885	751	926
Cornwall.....	167	144	95	3,237	2,503	2,725
Fort Erie.....	9	16	27	592	494	632
Fort Frances.....	8	27	8	397	284	470
Fort William.....	478	502	238	1,758	1,413	2,016
Galt.....	96	139	90	883	949	714
Gananoque.....	2	2	7	398	316	352
Goderich.....	17	28	16	756	636	685
Guelph.....	99	85	125	1,577	1,445	1,313
Hamilton.....	711	728	699	11,657	9,186	9,761
Hawkesbury.....	26	17	29	1,265	927	1,127
Ingersoll.....	39	54	31	743	564	484
Kapuskasing.....	125	124	167	376	269	482
Kenora.....	29	88	29	502	446	568
Kingston.....	88	114	120	2,017	1,370	1,575
Kirkland Lake.....	100	55	97	831	643	906
Kitchener.....	79	79	85	2,858	2,848	2,929
Leamington.....	40	24	28	959	997	835
Lindsay.....	35	26	61	740	583	895
Listowel.....	29	32	23	465	366	468
London.....	523	573	481	4,806	4,217	4,238
Midland.....	67	15	14	1,470	1,283	1,432
Napanee.....	8	3	6	879	689	747
Newmarket.....	12	16	.....	1,136	680	.....
New Toronto.....	98	127	138	3,069	2,528	2,575
Niagara Falls.....	115	120	69	2,269	1,738	2,121
North Bay.....	51	53	49	1,355	1,124	1,360
Oakville.....	130	178	95	553	431	411
Orillia.....	15	31	48	997	779	911
Oshawa.....	93	85	78	3,656	2,503	3,898
Ottawa.....	1,397	2,060	1,747	5,586	4,462	5,304
Owen Sound.....	119	68	42	2,495	2,416	2,320
Parry Sound.....	3	3	6	463	410	492
Pembroke.....	206	198	177	1,673	1,533	1,545
Perrin.....	15	21	10	753	767	624
Peterborough.....	70	45	39	2,875	2,311	2,854
Pictou.....	2	7	2	775	650	662
Port Arthur.....	206	285	260	2,899	2,027	2,778
Port Colborne.....	15	16	9	758	550	712
Prescott.....	11	22	10	916	1,087	965
Renfrew.....	22	24	17	725	737	608
St. Catharines.....	120	110	109	4,203	3,069	3,819
St. Thomas.....	66	105	48	876	734	956
Sarnia.....	68	69	44	3,004	2,587	2,092
Sault Ste. Marie.....	329	473	146	1,244	942	1,478
Simcoe.....	7	11	23	1,342	943	1,213
Sioux Lookout.....	11	42	17	153	126	168
Smiths Falls.....	5	2	13	537	422	653
Stratford.....	18	15	24	884	748	845
Sturgeon Falls.....	4	4	4	957	836	842
Sudbury.....	288	332	319	2,703	1,586	3,094
Timmins.....	135	161	303	1,358	1,135	1,576
Toronto.....	2,921	2,876	4,208	40,977	30,530	36,962
Trenton.....	54	55	29	952	885	1,024
Walkerton.....	33	23	25	757	530	714
Wallaceburg.....	3	6	3	759	693	705
Welland.....	76	109	50	1,699	1,331	1,661
Weston.....	209	163	354	2,510	1,810	1,806
Windsor.....	199	176	205	9,526	9,999	6,850
Woodstock.....	21	35	31	1,127	962	535
<b>Manitoba.....</b>	<b>2,134</b>	<b>2,263</b>	<b>1,627</b>	<b>25,336</b>	<b>20,440</b>	<b>25,059</b>
Brandon.....	184	202	124	2,214	1,791	2,076
Dauphin.....	39	39	14	1,475	1,068	1,429
Flin Flon.....	115	122	46	215	162	217
Portage la Prairie.....	36	41	24	1,201	1,013	1,194
The Pas.....	30	8	32	162	142	180
Winnipeg.....	1,730	1,851	1,387	20,069	16,264	19,963

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT JANUARY 31, 1957

(Source: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Jan. 31, 1957	Previous Month Jan. 3, 1957	Previous Year Feb. 2, 1956	(1) Jan. 31, 1957	Previous Month Jan. 3, 1957	Previous Year Feb. 2, 1956
<b>Saskatchewan</b> .....	<b>1,152</b>	<b>1,050</b>	<b>724</b>	<b>18,533</b>	<b>14,636</b>	<b>19,773</b>
Estevan.....	75	55	30	323	264	275
Moose Jaw.....	222	255	146	1,593	1,284	1,696
North Battleford.....	54	37	51	1,486	1,110	1,438
Prince Albert.....	97	115	38	2,132	1,592	2,247
Regina.....	302	259	188	4,615	3,981	5,411
Saskatoon.....	209	159	149	4,009	3,127	4,426
Swift Current.....	72	69	44	1,145	804	1,085
Weyburn.....	45	34	29	463	335	529
Yorkton.....	76	67	49	2,762	2,139	2,666
<b>Alberta</b> .....	<b>2,669</b>	<b>2,742</b>	<b>2,462</b>	<b>25,778</b>	<b>19,767</b>	<b>25,859</b>
Blairmore.....	43	50	40	333	334	445
Calgary.....	992	983	825	7,609	5,917	7,497
Drumheller.....	26	33	10	342	268	378
Edmonton.....	1,152	1,178	1,217	11,342	8,315	11,601
Edson.....	156	211	78	317	260	270
Lethbridge.....	125	132	132	3,091	2,586	3,122
Medicine Hat.....	84	96	102	1,502	1,173	1,336
Red Deer.....	91	59	58	1,242	914	1,210
<b>British Columbia</b> .....	<b>1,835</b>	<b>2,150</b>	<b>2,411</b>	<b>73,720</b>	<b>56,018</b>	<b>54,127</b>
Chilliwack.....	51	47	46	2,605	2,254	2,157
Courtenay.....	19	18	25	1,970	1,870	1,461
Cranbrook.....	5	5	7	1,090	843	798
Dawson Creek.....	26	45	30	529	391	540
Duncan.....	32	54	33	1,343	1,315	1,389
Kamloops.....	16	31	86	1,789	1,146	1,125
Kelowna.....	15	13	7	1,895	1,456	1,437
Kitimat.....	63	89	271	450	338	150
Mission City.....	26	44	21	1,908	1,458	1,525
Nanaimo.....	20	21	61	2,194	1,963	1,906
Nelson.....	26	15	28	1,623	1,252	1,129
New Westminster.....	119	131	142	10,142	6,214	6,322
Penticton.....	25	7	5	2,194	1,922	1,788
Port Alberni.....	18	16	18	1,651	1,545	852
Prince George.....	110	144	113	2,009	1,680	1,336
Prince Rupert.....	41	80	40	1,437	1,198	1,171
Princeton.....	1	.....	.....	677	548	432
Trail.....	4	20	22	1,234	796	942
Vancouver.....	937	1,070	1,150	29,818	21,954	21,871
Vernon.....	10	4	29	2,547	1,968	1,957
Victoria.....	247	254	249	4,236	3,521	3,326
Whitehorse.....	24	42	28	379	381	513
<b>Canada</b> .....	<b>30,493</b>	<b>33,224</b>	<b>31,172</b>	<b>560,204</b>	<b>436,163</b>	<b>504,492</b>
Males.....	18,117	19,784	18,180	447,210	343,956	396,642
Females.....	12,376	13,440	12,992	112,994	92,207	107,850

(1) Preliminary subject to revision.  
(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1952-1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,870	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	201,189	136,400
1956 (1 month).....	57,909	38,520	19,389	5,104	14,375	20,201	11,400	6,829
1957 (1 month).....	56,207	36,059	20,148	4,597	14,297	21,621	10,939	4,753

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND REGULAR AND SEASONAL BENEFIT PAYMENTS BY PROVINCE, JANUARY 1957**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability days in Brackets)	Amount of Benefit Paid \$
Newfoundland.....	11.5	9,126	50,821 (517)	1,157,134
Prince Edward Island.....	3.2	2,363	13,899 (337)	264,657
Nova Scotia.....	17.3	13,348	76,263 (2,930)	1,465,380
New Brunswick.....	18.7	14,512	82,203 (2,098)	1,608,786
Quebec.....	111.8	90,195	491,934 (33,825)	10,356,829
Ontario.....	109.7	90,157	482,577 (30,194)	9,845,556
Manitoba.....	18.3	15,640	80,323 (5,018)	1,649,132
Saskatchewan.....	12.6	10,884	55,627 (2,184)	1,186,527
Alberta.....	16.9	13,894	74,462 (2,860)	1,640,725
British Columbia.....	45.0	35,342	197,839 (9,012)	4,264,386
Total, Canada, January 1957.....	365.0	295,461	1,605,948 (88,975)	33,439,112
Total, Canada, December 1956.....	155.0	114,218	619,902 (52,866)	12,528,015
Total, Canada, January 1956.....	313.3	266,822	1,364,097 (79,795)	24,632,203

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS HAVING AN UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, JANUARY, 1957**

Source: Report on operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									Jan. 31, 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
Canada.....	545,981	116,878	58,625	89,805	157,952	63,281	21,991	12,083	25,366	476,946
Male.....	444,052	96,101	48,969	74,035	135,415	52,097	15,286	7,461	14,688	382,287
Female.....	101,929	20,777	9,656	15,770	22,537	11,184	6,705	4,622	10,678	94,659
Newfoundland.....	23,122	5,426	2,677	3,917	6,628	2,590	890	368	626	18,762
Male.....	22,199	5,210	2,619	3,780	6,449	2,481	813	324	523	18,080
Female.....	923	216	58	137	179	109	77	44	103	682
Prince Edward Island.....	4,718	679	407	778	1,790	658	189	69	148	3,989
Male.....	4,008	579	355	673	1,535	588	145	41	92	3,344
Female.....	710	100	52	105	255	70	44	28	56	645
Nova Scotia.....	28,914	6,231	3,661	5,264	7,305	3,159	1,276	692	1,326	25,281
Male.....	25,757	5,608	3,349	4,731	6,732	2,831	1,015	495	996	22,253
Female.....	3,157	623	312	533	573	328	261	197	330	3,028
New Brunswick.....	31,570	6,098	2,795	5,941	9,909	4,048	1,124	554	1,101	26,352
Male.....	27,069	5,339	2,516	5,272	8,670	3,411	782	391	688	22,476
Female.....	4,501	759	279	669	1,239	637	342	163	413	3,876
Quebec.....	167,770	32,795	18,225	27,273	51,784	18,721	6,802	3,809	8,361	153,519
Male.....	137,351	27,327	15,391	22,944	44,815	15,610	4,783	2,294	4,187	124,329
Female.....	30,419	5,468	2,834	4,329	6,969	3,111	2,019	1,515	4,174	29,190
Ontario.....	151,652	34,826	15,856	25,162	41,081	16,225	5,841	3,953	8,708	133,991
Male.....	114,269	26,643	12,376	19,236	32,628	12,331	3,503	2,357	5,195	100,745
Female.....	37,383	8,183	3,480	5,926	8,453	3,894	2,338	1,596	3,513	33,246
Manitoba.....	24,249	4,771	2,112	4,035	6,792	3,782	962	492	1,303	24,353
Male.....	18,658	3,691	1,576	3,031	5,581	3,143	639	274	723	18,254
Female.....	5,591	1,080	536	1,004	1,211	639	323	218	580	6,099
Saskatchewan.....	17,613	2,869	1,901	2,991	5,899	2,549	576	239	589	17,398
Male.....	14,641	2,373	1,520	2,368	5,245	2,285	418	120	312	14,563
Female.....	2,972	496	381	623	654	264	158	119	277	2,835
Alberta.....	26,416	5,437	3,861	3,983	7,989	3,058	875	419	794	24,828
Male.....	22,551	4,619	3,258	3,373	7,318	2,624	596	240	523	20,593
Female.....	3,865	818	603	610	671	434	279	179	271	4,235
British Columbia.....	69,957	17,746	7,130	10,461	18,775	8,491	3,456	1,488	2,410	48,473
Male.....	57,549	14,712	6,009	8,627	16,442	6,793	2,592	925	1,449	37,660
Female.....	12,408	3,034	1,121	1,834	2,333	1,698	864	563	961	10,823

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
JANUARY 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	11,692	9,751	1,941	11,532	6,481	5,051	5,151
Prince Edward Island.....	2,292	1,989	303	2,391	1,360	1,031	957
Nova Scotia.....	19,175	14,348	4,827	17,017	12,127	4,890	7,549
New Brunswick.....	18,382	15,036	3,346	18,745	11,164	7,581	6,074
Quebec.....	103,414	83,085	20,329	109,708	80,657	29,046	36,682
Ontario.....	107,459	84,797	22,662	111,416	84,603	26,813	23,042
Manitoba.....	19,029	16,167	2,862	19,858	15,261	4,597	2,822
Saskatchewan.....	13,114	11,633	1,481	13,978	10,229	3,749	2,871
Alberta.....	21,342	17,413	3,929	19,713	15,463	4,250	6,616
British Columbia.....	43,485	34,790	8,695	42,424	32,339	10,085	15,558
Total, Canada, January 1957.....	359,384	289,009	70,375	366,777	269,684	97,093	107,322
Total, Canada, December 1956.....	265,098	193,607	71,491	202,446	149,919	52,527	114,715
Total, Canada, January 1956.....	261,661	199,705	61,956	294,715	179,779	114,936	77,487

\* In addition, revised claims received numbered 36,449.

† This total includes initial claims considered for seasonal benefit.

‡ In addition, 34,183 revised claims were disposed of. Of these, 2,629 were special requests not granted and 1,123 were appeals by claimants. There were 5,382 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1955—December.....	3,517,000	3,297,200	219,800
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	3,644,000	3,505,500	138,500
September.....	3,651,000	3,518,700	132,300
October.....	3,647,000	3,518,600	128,400
November.....	3,663,000	3,523,600	189,400
December.....	Not available	Not available	Not available

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodi- ties and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—March.....	116.4	109.1	131.6	108.7	116.8	119.9
April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT  
THE BEGINNING OF FEBRUARY 1957**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	February 1956	January 1957	February 1957					
(1) St. John's, Nfld.....	104.9	107.7	108.5	105.6	110.3	100.4	108.3	116.1
Halifax.....	114.1	118.6	118.8	112.3	127.8	113.8	125.1	122.2
Saint John.....	117.1	121.2	122.1	117.2	131.5	116.9	120.6	129.0
Montreal.....	117.0	120.6	120.5	120.2	138.6	103.5	115.5	123.4
Ottawa.....	117.3	121.4	121.6	116.1	140.5	110.9	117.3	126.8
Toronto.....	118.3	123.1	123.4	116.3	149.6	111.6	119.5	124.9
Winnipeg.....	116.5	118.8	118.7	114.9	128.5	111.4	116.2	123.1
Saskatoon—Regina.....	114.7	117.1	117.6	114.6	118.9	116.0	120.3	118.6
Edmonton—Calgary.....	114.1	117.2	117.4	113.6	121.2	113.7	118.3	122.2
Vancouver.....	118.5	122.1	122.5	119.2	129.9	111.9	130.2	124.1

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY AND FEBRUARY 1956, 1957†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Est. Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
Cumulative Totals.....	41		13,274		101,810	0.05
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.26
Cumulative Totals.....	26		21,325		573,300	0.31

\* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving fewer than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS FEBRUARY 1957**

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>(1)</sup>	Date Ended	Approximate Time Loss—Man-Days February to Date	Major Issue(s)	Major Term(s) of Settlement
<b>IN PROGRESS PRIOR TO FEBRUARY 1957</b>							
<b>Logging—</b> St. Lawrence Corporation Ltd., Beardmore, Ont.	International Brotherhood of Carpenters and Joiners of America, (Lumber and Saw-mill Workers), No. 2893, AFL-CIO/CLC.	625	Jan. 24	.....	15,000	19,200	In sympathy with wage dispute of truck owners hauling for the same firms.
<b>Mining—</b> <i>Coal—</i> Dominion Coal Co. Ltd., Glacé Bay, N.S.	United Mine Workers of America, No. 1043, Ind.	1,017	Jan. 30	Feb. 1	1,015	2,540	Dispute over rate for previously uncompleted work assignment.
<b>Manufacturing—</b> <i>Food—</i> ( <sup>1</sup> ) Heeney Frosted Food Ltd., Laprairie, Que.	Laprairie L'Union de Travailleurs en Produits Alimentaires, No. 1512, CLC.	50	Nov. 2 1956	Jan. 19	3,200		Alleged discrimination in dismissal of workers.
<i>Beverages—</i> Brewers' Association of Newfoundland, St. John's, Nfld.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, (Transport and Allied Workers) No. 855, AFL-CIO/CLC.	130 <sup>(2)</sup>	Jan. 14	.....	2,890	5,105	Wages, hours and union security; conciliation procedures completed.
<i>Tobacco—</i> Benson & Hedges (Canada) Limited, Montreal, Que.	Tobacco Workers' International Union, No. 301, AFL-CIO/CLC.	178	Oct. 1 1956	.....	3,560	19,960	Wages.
<i>Textile—</i> Dominion Glove Co., Ltd., Beebe, Que.	National Federation of Clothing Industry workers Inc. CCCIL.	121	Jan. 30	.....	2,420	2,660	Wages and hours.
<i>Wood Products—</i> Imperial Lumber Co. Ltd., Jasper Place, Alta.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America No. 514, AFL-CIO/CLC.	8	Sept. 8 1956	.....	175	1,305	Wages, holidays, and union security in bargaining first agreement; conciliation procedures completed.

**Logging—**  
St. Lawrence Corporation Ltd.,  
Beardmore, Ont.

**Mining—**  
*Coal—*  
Dominion Coal Co. Ltd.,  
Glacé Bay, N.S.

**Manufacturing—**  
*Food—*  
(<sup>1</sup>) Heeney Frosted Food Ltd.,  
Laprairie, Que.

*Beverages—*  
Brewers' Association of Newfoundland,  
St. John's, Nfld.

*Tobacco—*  
Benson & Hedges (Canada) Limited, Montreal, Que.

*Textile—*  
Dominion Glove Co., Ltd.,  
Beebe, Que.

*Wood Products—*  
Imperial Lumber Co. Ltd.,  
Jasper Place, Alta.

<i>Non-Ferrous Metal Products—</i> Canadian Name Plate Co., Ltd., Midland, Ont.	International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, No. 1265, AFL-CIO/CLC.	126	Nov. 22 1956	Feb. 28	2,520	8,640	Wages, hours and union security; conciliation procedures completed.	Resumption of operations.
CONSTRUCTION— MacNamara Construction Co. (Main contractor), Cornwall, Ont.	International Union of Operating Engineers, No. 793, AFL-CIO/CLC.	38(4)	Jan. 22	.....	760	1,060	Wages.	.....
(2) Leibel and Engel Construction Co. Ltd., Toronto, Ont.	Various Building Trades Unions, AFL-CIO/CLC.	8	Jan. 9	Jan. 21	.....	300	Protest against employment of non-union personnel by sub-contractors.	Resumption of work, no change in conditions of employment.
TRADE— Prince Edward Poultry Products Co-Operative, Picton, Ont.	Amalgamated Meat Cutters and Butcher Workmen of North America, No. 636, AFL-CIO/CLC.	10	Jan. 5	Feb. 8	70	300	Wages and Hours.	Workers replaced and work resumed.
Metropolitan Stores Ltd., Sudbury, Ont.	International Union of Mine, Mill and Smelter Workers of America, No. 902, Ind.	30	Sept. 22 1956	.....	720	4,350	Wages; conciliation procedures completed.	.....

# COMMENCING IN FEBRUARY 1957

Logging— Charles Lacroix, Relay, Ont.	United Brotherhood of Carpenters and Joiners of America, (Lumber and Sawmill Workers) No. 2995, AFL-CIO/CLC.	42	Feb. 5	Feb. 12	250	250	Wages.	Contract for project cancelled.
MINING— Coal Acadia Coal Co. Ltd., Thornburn, N.S.	United Mine Workers of America, No. 8672 Ind.	439	Feb. 6	Feb. 8	875	875	Protest transfer of workmen to new job and filling vacancy with employees from another mine.	Return to work, further negotiations.
Acadia Coal Co. Ltd., Thornburn, N.S.	United Mine Workers of America, No. 8672, Ind.	455	Feb. 21	Feb. 22	455	455	Protest right of official to carry an electric lamp, as well as a safety lamp.	Return to work, further negotiations.
MANUFACTURING— Rubber— Dunlop Canada Ltd., Toronto, Ont.	United Rubber, Cork, Linoleum and Plastic Workers of America, AFL-CIO/CLC.	699	Feb. 12	Feb. 18	2,795	2,795	Grievances regarding installation job at Blind River.	Return to work, grievances to be adjusted.
Printing and Publishing— Le Nouvelliste Inc., Trois Rivières, Que.	International Typographical Union, No. 856, AFL-CIO/CLC.	32	Feb. 28	.....	30	30	Dispute over proposed printing methods clause in contract.	.....

TABLE G-2.—STRIKES AND LOCKOUTS FEBRUARY 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began (1)	Date Ended	Approximate Time Loss—Days		Major Issue(s)	Major Term(s) of Settlement
					February to	March to		
<i>Transportation and Equipment—</i> Avro Aircraft Ltd., Malton, Ont.	International Association of Machinists, Technical Associates Lodge, No. 2030, AFL-CIO/CLC.	280	Feb. 20	Feb. 21	280	280	Allere higher wages paid to employees hired in the United States.	Return to work, stoppage not authorized by union
Houdaille Industries Ltd., Oshawa, Ont.	International Union, United Automobile, Aircraft, and Agricultural Implement Work- ers of America, No. 222, AFL-CIO/CLC.	175	Feb. 26	Feb. 26	85	85	Protest disciplinary measures against the employees.	Return to work, further negotiations.
<i>Non-Ferrous Metals—</i> R.D. Werner (Canada) Ltd., Oshawa, Ont.	United Steelworkers of Am- erica, No. 2784, AFL-CIO/ CLC.	147	Feb. 21	.....	885	885	Suspension of worker for union activity during working hours.	.....
<i>CONSTRUCTION—</i> Various Plumbing Contractors, (Corporation of Plumbing and Heating Contractors), Montreal Area, Que.	United Association of Journey- men and Apprentices of the Plumbing and Pipefitting In- dustry of United States and Canada, No. 144, AFL-CIO/ CLC.	1,200	Feb. 21 Feb. 22	Feb. 28	6,410	6,410	Implementation of findings of board of arbitration and separate contract with each firm.	Increased wages and va- cation pay—welfare plan to be negotiated.
			Feb. 8	Feb. 18	125	125	Request by workers of in- creased board and room allowance.	Arbitration board award- ed increase in board and room allowance.
Canadian Kellogg Co. Ltd., Winnipeg, Man.	United Association of Journey- men and Apprentices of the Plumbing and Pipefitting In- dustry of United States and Canada, No. 254, AFL-CIO/ CLC.	23	Feb. 5	Feb. 7	15	15	A clarification of wages and working hours for men trans- ferred from one pay roll to another.	Men transferred back to their original payroll.
J. Entwistle, Cornwall, Ont.	International Union of Oper- ating Engineers, No. 743, AFL-CIO/CLC.	8	Feb. 6	Feb. 7	115	115	Increased wages as recom- mended by board of con- ciliation.	Return of workers, fur- ther negotiations.
Metropole Electric Inc., Montreal, Que.	National Syndicate of Electri- cians of Montreal, CIOCL.	115	Feb. 6	Feb. 7	115	115	Increased wages as recom- mended by board of con- ciliation.	Return of workers, fur- ther negotiations.

## COMMENCING IN FEBRUARY 1957—Continued

COMMENCING IN FEBRUARY, 1957—Concluded

Iroquois Constructors Ltd., Iroquois, Ont.	International Union of Oper- ating Engineers, No. 793, AFL-CIO/CLC.	113 <sup>(e)</sup>	Feb. 18	Feb. 22	450	450	Wages.	Return to work, further negotiations.
Atlas Construction Co. & Anglin- Atlas Construction Co., Baie Comeau, Que.	Federation of Building and Con- struction Materials Trades of Canada, CCCL.	850 <sup>(e)</sup>	Feb. 21		5,950	5,950	Wages and inter-union dispute.	
Perni, McNamara, Quemont Construction Company, Chute des Passettes, Que.	National Syndicate of Construc- tion Workers of Lake St. John, CCCL.	1,200	Feb. 23		1,200	1,200	Recognition of the syndicate as bargaining agent.	
TRADE— Grand Pré Fruit Co., Grand Pré, N.S.	Kentville General Workers' Union, No. 301, CLC.	6	Feb. 13		60	60	Dispute over reduction in staff, union alleges lockout.	
Irving Oil Ltd., St. John's, Nfld.	International Brotherhood of Teamsters, Chauffeurs, Ware- housemen, and Helpers of America, (Transport and Al- lied Workers), AFL-CIO/ CLC.	13	Feb. 25		50	50	Wages and overtime rates.	

(1) In this table the date of commencement is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) Revised from previous month.

(3) 10 indirectly affected; (4) 12 indirectly affected; (5) 388 indirectly affected; (6) 350 indirectly affected.

## H—Industrial Accidents

**TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA DURING THE FOURTH QUARTER OF 1956 BY GROUPS OF INDUSTRIES AND CAUSES**

NOTE: The method of preparing these figures is described elsewhere in this issue in an article entitled "Fatal Industrial Accidents in Canada".

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....													
Struck by.....	8	29		11	11	30		7	3				99
(a) Tools, machinery, cranes, etc.....	1	1			2	2		1					6
(b) Moving vehicles.....	1	1		2	1	7		2	2				16
(c) Other objects.....	7	27		9	8	21		5					77
Caught In, On or Between Machinery, Vehicles, etc..	4			5	8	7	1	2	1				28
Collisions, Derailments, Wrecks, etc.....	13	13	5	3	7	19	1	22	7		5		95
Falls and Slips.....	1	2	3	8	2	22	3	15	4		1		61
(a) Falls on same level.....				1									1
(b) Falls to different levels.....	1	2	3	7	2	22	3	15	4		1		60
Conflagrations, Temperature Extremes and Explosions..	2	1		41	2	1	1	2	1				51
Inhalation, Absorptions, Asphyxiation, etc.....	1			7	5	1				1	1		16
Electric Current.....	1			1		5		1					8
Over-exertion and Industrial Diseases.....		1		3	1	4		2	1		1		13
Miscellaneous Accidents.....	1						1	1	1				3
Total, Fourth Quarter—1956	31	46	8	79	36	89	6	52	18	1	8		374*
Total, Fourth Quarter—1955	20	44	6	52	41	64	11	62	12		21		333

**TABLE H-2.—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1956**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1	1			4	11	2	8	4		31
Logging.....			1	2		8	5			29		46
Fishing and Trapping.....			4						1	3		8
Mining and Quarrying.....			45		2	11		3		11	2	79
Manufacturing.....			3	1	5	11		2	3	11		36
Construction.....	3	1	5	4	21	28	3	3	13	8		89
Electricity, Gas, Water Production and Supply.....				1	2	1		1		1		6
Transportation, Storage and Communications.....			2	1	7	15	2	1	9	15		52
Trade.....			1		2	6	2	2	1	4		18
Finance.....					1							1
Service.....			2					1	1	4		8
Unclassified.....												
Total.....	3	2	64	9	53	88	9	21	37	86	2	374*

\* Of this total 285 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 89 were obtained from other non-official sources.

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## manpower and labour relations

### REVIEW

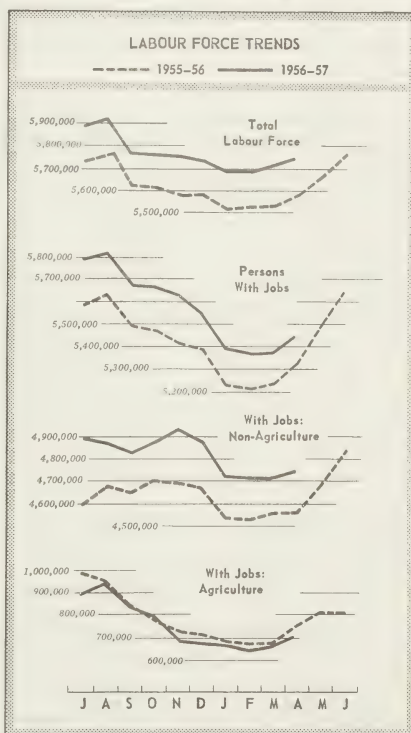
Economics and Research Branch, Department of Labour, Canada

#### Current Manpower Situation

**T**HE expansion in total employment in April was about the same as in previous years. This year the increase from March to April occurred in both agricultural and non-agricultural jobs. Last year there was no employment increase in non-agricultural industries during this period but a marked rise in farm employment. Since January there has been a gradual increase in unemployment, compared with a year ago. This has arisen because the growth in the labour force was particularly strong while the increase in employment has been moderated by weaknesses in forestry, construction, and associated manufacturing industries.

In the week of April 20, 1957, the labour force was estimated to be 5,748,000. Of this, some 5,442,000 had jobs and 306,000 were without jobs and seeking work. Comparison with a year earlier shows that the labour force increased by 165,000, while employment rose by only 116,000. This is a marked change from last year, when employment was increasing much more rapidly than the labour force. As a result, the supply of available labour has eased considerably when compared with the relatively tight situation that existed last year. The number of persons without jobs and seeking work was 5.3 per cent of the labour force in April, compared with 4.6 per cent a year earlier and 6 per cent in April 1955.

A more detailed picture of the unemployment situation is contained in the statistics of the National Employment Service. In mid-April,



job applications were 57,000, or 12 per cent higher than a year before. Most of this year-to-year increase was in Ontario. However, Ontario also shows the strongest employment gain over the year and job applications in relation to the labour force are lower in this region than in any other. Construction workers account for one-third of the year-to-year gain in Ontario but registrations were also higher in a large number of other occupations. There were, for example, 1,100 professional workers registered compared with 600 a year ago. Registrations of skilled machine shop workers and of unskilled workers in metal working occupations were more than 80 per cent higher than last year. There were also substantial increases in registrations of clerical workers and unskilled transportation equipment workers.

British Columbia is another region in which NES registrations have shown a sharp rise over last year. In view of the downturn in logging and lumbering employment, it is surprising at first glance to note that the greatest increases in registrations are not in forestry occupations but in construction. The most probable reason for this is that labour demand is strong from the many resource development projects in the region, and the degree of labour mobility between forestry and construction workers is fairly high.

The more adequate supply of labour has made it much easier for employers to hire workers with the desired qualifications. Many of the executives interviewed in recent months have said that their advertisements for workers have brought a greater response than at any time in the past two years.

Vacancies registered with the NES by employers also reflect the general easing in the labour market. These job vacancies do not nearly represent the total demand for labour, for much of the nation's hiring is not channelled through the NES. However, they do follow the trend of economic activity fairly closely. At the height of activity last year registered job vacancies indicated that a manpower shortage was more widespread and intense than at any time since 1951. Reports from employers and managers of National Employment Service offices in many parts of the country confirmed that this assessment was substantially correct.

In the first four months of this year, the number of vacancies registered with the NES by employers has been running about 13 per cent below the year-earlier figure. As with the available supply of labour, the most striking change in registered demand was in Ontario, where the decline from last year was about 29 per cent. In the Prairie region, on the other hand, the number of vacancies was actually higher than last year. In fact, there were almost as many job openings in the Prairie Provinces as in either Ontario or Quebec.

A disparity between this year's and last year's demand-supply relationship is also apparent among various occupational groups. Considerable reductions have occurred in some of the job vacancies that have been hard to fill for some years; among the most notable are jobs for machinists, tool and die setters, farm hands, loggers and workers in professional and mining occupations. On the other hand, in some occupations that were already in short supply last year, the registered demand is even

greater. These include welders and other pipeline workers, electricians and stationary engineers. Vacancies are also higher than last year in a number of additional occupations in particular regions, notably the Prairie Provinces.

As was anticipated, housing construction in the first few months of this year has declined. The expected drop in housing investment during 1957 suggests that the number of units started may be approximately 100,000 (compared with 127,000 in 1956). The annual rate of housing starts, seasonally adjusted, in the first quarter was much lower than this and although there was some recovery in April, it was not enough to make up for the earlier loss. In the first four months, however, the number of housing units started normally accounts for only about one-fifth of the year's total, so that any decrease in starts during this period has a disproportionate effect on the annual rate. As with total employment, the probable volume of new housing starts in 1957 will be more clearly revealed when the figures for May and June are available.

The decline in housing has had a marked effect on the level of unemployment. At the unemployment peak in March, skilled and unskilled construction workers registered for employment with the NES numbered 178,000, some 26,000 more than last year. The number of registrations dropped more quickly than last year during March because of the early spring. In April, however, the rate of decline slackened so that by the beginning of May, the margin over last year was the same as two months earlier. The slowest decline in registrations from construction workers was in Ontario.

Fewer employment opportunities in logging and lumbering contributed less to the higher number of unemployed. At the end of April there were some 61,000 skilled and unskilled forestry workers registered with the NES, an increase of 4,000 over the year. Virtually all of this increase was in Quebec and British Columbia.

Pulpwood loggers in eastern Canada began returning to work in May as summer cutting got under way and the winter's pulpwood cut began moving down river. It was generally expected, however, that the pattern of lower employment would continue. Inventories of pulpwood at the end of the first quarter were 9 per cent higher than last year. Pulpwood production plans of at least two large companies called for a smaller cut than last year. In Quebec, the number of pulp-cutting jobs available at NES offices was 20 per cent lower than last year.

Forestry employment in British Columbia has been affected by the persistent weakness in foreign markets for lumber and the progressive decline in housing. At March 1, logging employment was down 16 per cent from a year earlier, and there has been no marked improvement since. Many workers who were not rehired when logging camps re-opened, however, may be absorbed into construction.

Employment in manufacturing has followed an irregular trend since mid-1956, reaching a peak in December. By March 1, the seasonally-adjusted index had declined about 2 per cent, though it was still slightly higher than a year earlier. There is no evidence of any marked change in the past two months.

The decline is concentrated in a relatively small number of industries. The wood products and non-metallic mineral products industries recorded a year-to-year decline of 2 per cent. In the automobile industry, the past few months have been marked by short-term layoffs, but some observers are confident that the output of motor vehicles in 1957 will be greater than last year. Sales in the first quarter were well above last year's comparable figure and held up well in the early part of the second quarter.

The strongest demand for labour in manufacturing continues to come from the aircraft and shipbuilding industries and the heavy manufacturing plants associated with industrial investment. Marked gains have been recorded in machinery manufacturing, fabricated and structural steel, and heavy electrical apparatus. The survey of investment intentions mentioned earlier shows that expenditures on machinery and equipment in 1957 are expected to be 10 per cent higher than in 1956, suggesting a continued growth in these industries.

### **Employment Trends**

The number of persons in agriculture fell to a new low of 654,000 in February. By mid-April farm employment had increased seasonally to 706,000, which figure, however, was some 58,000 less than a year earlier. Although there were scattered shortages of workers for seeding, labour requirements reported by farm operators were noticeably smaller than last year. This is attributed to the general easing of labour supplies and to the fact that the weather has made possible an early start on spring work.

In the non-agricultural sector the employment trend declined during the winter months from the unusually high figure of last fall. Since January it has levelled off and in the past two months has shown some tendency to rise again. The great bulk of hiring for summer activities occurs in May or June, so that the full strength of demand for labour in 1957 will not be known for a month or two. The results of the last two labour force surveys suggest that, so far, employment gains in services, resource development projects and a large part of manufacturing have been enough to offset declines in forestry, residential construction and the associated manufacturing industries. In view of the generally fine weather this spring, however, the seasonal upturn has been smaller than expected.

Construction employment in the first quarter of 1957 was 9 per cent higher than a year earlier — a gain considerably greater than in most other industries. The construction industries are operating against the background of a program which was estimated at the beginning of the year to be 5 per cent greater than the record \$6.4 billion spent in 1956. Engineering construction, much of it started in 1956 or earlier, accounted for most of the expected increase. Some decline was expected in building construction, mainly because of a reduced volume of new housing.

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# Current Labour Statistics

(Latest available statistics as of May 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	April 20	5,748,000	+ 0.6	+ 3.0
Total persons with jobs.....	April 20	5,442,000	+ 1.3	+ 2.2
At work 35 hours or more.....	April 20	3,134,000 <sup>1</sup>	- 35.0	- 35.2
At work less than 35 hours .....	April 20	2,166,000 <sup>1</sup>	+440.1	+483.8
With jobs but not at work.....	April 20	142,000	- 7.8	+ 18.3
With jobs but on short time.....	April 20	39,000	- 11.4	+ 21.9
With jobs but laid off full week.....	April 20	25,000	- 24.3	+ 66.7
Persons without jobs and seeking work	April 20	306,000	- 10.8	+ 19.1
Persons with jobs in agriculture .....	April 20	706,000	+ 5.2	- 7.6
Persons with jobs in non-agriculture.....	April 20	4,736,000	+ 0.7	+ 3.8
Total paid workers.....	April 20	4,286,000	+ 0.2	+ 3.7
<i>Registered for work, NES (b)</i>				
Atlantic.....	April 18	89,400	- 6.7	+ 8.5
Quebec .....	April 18	186,900	- 5.5	+ 3.7
Ontario .....	April 18	143,400	- 11.0	+ 29.4
Prairie .....	April 18	74,300	- 7.5	- 0.8
Pacific .....	April 18	51,500	- 17.6	+ 27.2
Total, all regions.....	April 18	545,500	- 8.7	+ 11.6
<i>Claimants for Unemployment</i>				
Insurance benefit .....	April 1	558,811	- 2.4	+ 9.3
Amount of benefit payments .....	March	\$44,125,523	+ 14.3	+ 15.6
Industrial employment (1949=100) .....	March 1	118.0	- 0.5	+ 4.2
Manufacturing employment (1949=100).....	March 1	115.0	- 0.1	+ 2.4
Immigration.....	Year 1956	164,857	-	+ 49.9(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	April	51,820	-	- 62.5(c)
No. of workers involved .....	April	8,022	-	- 2.1(c)
No. of strikes .....	April	31	-	+ 77.8(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	March 1	\$67.48	+ 1.2	+ 6.8
Average hourly earnings (mfg.) .....	March 1	\$ 1.58	0.1	+ 6.1
Average hours worked per week (mfg.).....	March 1	41.0	+ 0.2	- 0.7
Average weekly earnings (mfg.).....	March 1	\$64.62	+ 0.3	+ 5.4
Consumer price index (av. 1949=100).....	April 1	120.9	+ 0.3	+ 3.7
Real weekly earnings (mfg. av. 1949=100)	March 1	128.5	+ 0.3	+ 1.7
Total labour income..... \$000,000	February	1,205	+ 0.7	+ 10.6
<i>Industrial Production</i>				
Total (average 1935-39=100).....	February	283.3	+ 4.2	+ 6.3
Manufacturing .....	February	283.8	+ 5.0	+ 5.2
Durables .....	February	347.8	+ 3.3	+ 6.2
Non-Durables .....	February	242.9	+ 6.7	+ 4.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February *Labour Gazette*.

(b) See inside back cover, February *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

<sup>1</sup>Good Friday occurred in the survey week.

# Labour-Management Relations

## The Bargaining Scene

**A** SURVEY at May 15 of bargaining units covering 1,000 or more employees showed that 59 agreements were under negotiation or scheduled to terminate in the period April 1 to June 30. The chart on the opposite page shows the bargaining status of these large agreements at May 15.

Between April 15 and May 15, settlements were reached for 17 of the major contracts, the largest number of settlements arrived at in one month since this material was first presented in chart form last February. Long-term negotiations covering workers in the Nova Scotia coal mines and in the transportation equipment industry were brought to a close, as were two agreements covering pulp and paper workers in eastern Canada.

During the period from January to April, 24 major contract settlements were reported, 18 of which are now on file in the Economics and Research Branch. Table 1 below sets out some of the major terms included in the agreements and compares their prevalence in current and previous contracts and Table 2 presents a summary of the wage increases contained in these new contracts.

Table 1. Major Terms of Current and Previous Agreements,  
January 1 to April 15, 1957 \*

(Revised figures for 18 agreements covering 32,500 workers)

Provision	Current Agreements	Previous Agreements
Term of agreement		
1 year or less.....	7	11
More than 1 year.....	11	7
Union security		
Union shop.....	6	6
Other form.....	5	2
Check-off		
Compulsory.....	7	5
Voluntary.....	3	5
Weekly Hours		
40 or less.....	15	14
More than 40.....	3	4
Paid Statutory holidays		
Seven or less.....	1	4
Eight or more.....	17	14
Third week vacation		
After less than 15 years' service.....	5	3
After 15 years' service.....	6	6
After more than 15 years' service.....	3	1
Fourth week vacation.....	5	1
Saturday rate		
Time and one-half.....	12	12
More than time and one-half.....	5	5
Sunday rate		
Time and one-half.....	3	3
More than time and one-half.....	11	11
Supplemental unemployment benefit plan.....	3	0
Severance pay.....	2	1
Pension plan.....	13	11
Group health insurance.....	14	13
Cost-of-living escalator.....	2	2

\*Bargaining units of 1,000 or more employees.

## THE BARGAINING SCENE MAY 15, 1957

Bargaining Units of 1,000 or More Employees,  
April 1 to June 30, 1957

### In Negotiations and Terminating in Period:

59 agreements, 189,500 workers

Bargaining carried over from March:	28 agreements, 66,900 workers
Terminating in period April 1 - June 30:	31 agreements, 122,600 workers

### Settlements Achieved:

April 15 - May 15  
17 agreements, 70,900 workers

#### Major Terms of Settlements (preliminary information)

##### ● Wages and Duration -

- 10, covering 58,600 workers are 1-year agreements.
- 7 provide wage increases ranging from 5 to 10 cents an hour.
- 3 provide wage increases above this range.
- 7, covering 12,300 workers are 2-year agreements providing wage increases throughout the life of the agreement.
- 2 provide wage increases totalling 25 cents an hour.
- 3 provide wage increases totalling between 15 and 25 cents.
- 2 provide wage increases totalling less than 15 cents.

##### ● Hours of Work -

- 2, covering 5,000 workers, give slight reductions in hours.
- No strike action was involved in any of the settlements.

### Negotiations Continuing:

At May 15  
36 agreements, 103,500 workers

Bargaining in progress:	20 agreements, 39,400 workers
Conciliation in progress:	15 agreements, 57,300 workers
Post-conciliation:	1 agreement, 6,800 workers
Work stoppages:	Nil

### Other Agreements Terminating in Period:

6 agreements, 15,100 workers

Expiring in June:

6 agreements, 15,100 workers

**Table 2 Wage Increases January 1 to April 15, 1957 \***  
(Revised figures for 18 agreements covering 32,500 workers)

Total Wage Increase per Hour	One-Year Agreements		Longer-Term Agreements	
	Agreements	Workers Covered	Agreements	Workers Covered
0 - 4.9 cents.....	—	—	—	—
5 - 9.9.....	2	2,700	3	8,100
10 - 14.9.....	4	5,500	2	2,500
15 - 19.9.....	1	1,800	2	2,200
20 - 24.9.....	—	—	1	5,400
25 or more .....	—	—	3	4,300
	7	10,000	11	22,500

\*Bargaining units of 1,000 or more employees.

### **Increases in Wage Rates, October 1, 1956, to March 31, 1957**

A survey by the Economics and Research Branch of 1,033 establishments shows that general increases in wage rates for non-office employees were granted in 307 establishments during the six-month period ended March 31, 1957. Increases ranged from 5 to 10 cents an hour in nearly 60 per cent of these establishments.

The survey, which includes representative establishments across Canada in logging, mining, manufacturing, transportation, storage and communication, electric light and power, trade and personal service, is intended to reveal the general changes in wage rates resulting from collective bargaining and otherwise. Some of the increases reported may have resulted from previously negotiated provisions for deferred wage increases or for increases related to changes in the consumer price index. A general wage increase is regarded as one that applies to more than 50 per cent of the employees in an establishment.

Table 3 indicates the proportion of establishments reporting a general increase in wage rates according to the size of the increases.

**Table 3 Percentage Comparison of 307 Establishments Granting General Increase  
Between October 1, 1956 and March 31, 1957**

Size of Increase in Cents per Hour	Per Cent of Establishments *
Less than 5 cents.....	24
5 cents.....	15
5.1 to 9.9 cents.....	34
10 cents.....	9
10.1 to 14.9 cents.....	10
15 cents and over .....	8
Total.....	100

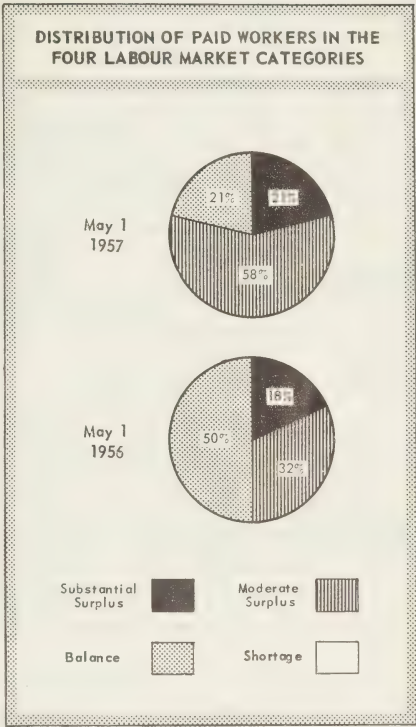
\*It should be noted, of course, that many firms deal with wages, through collective bargaining or otherwise, at other times of the year than in the six-month survey period.

# Manpower Situation in Local Areas

UNEMPLOYMENT declined in virtually all of the 109 labour market areas surveyed regularly each month. For the country as a whole, the employment and unemployment situation differed substantially from a month earlier. The improvement during the month was almost directly in proportion to the rise in seasonal activities.

The unemployment declines were relatively small in most areas in the Atlantic and Quebec regions, however, because of the slow rate of employment expansion in some of the leading seasonal industries. The most marked reduction in labour supplies occurred in local areas in the Prairie region; nine of the 20 areas in the region changed classification during the month, five from the moderate surplus to the balanced category and four from the substantial to the moderate surplus category.

Changes in the levels of local unemployment resulted in the reclassification of 13 areas from the moderate surplus to the balanced category and of 18 from the substantial to the moderate surplus category. One area, Farnham-Granby, moved from the moderate to the substantial surplus category as a result of sizeable layoffs in the rubber goods industry. At the beginning of May, classification of the 109 areas surveyed was as follows (last year's figures in brackets): in balance, 16 (29); in moderate surplus, 54 (43); in substantial surplus, 39 (37).



Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	May 1 1957	May 1 1956	May 1 1957	May 1 1956	May 1 1957	May 1 1956	May 1 1957	May 1 1956
Metropolitan	3	2	7	4	1	5	—	—
Major Industrial	11	9	14	10	2	8	—	—
Major Agricultural	3	3	7	7	4	4	—	—
Minor	22	23	26	22	9	12	—	—
Total	49	37	54	43	16	29	—	—

\*See inside back cover February *Labour Gazette*.

# CLASSIFICATION OF LABOUR MARKET AREAS

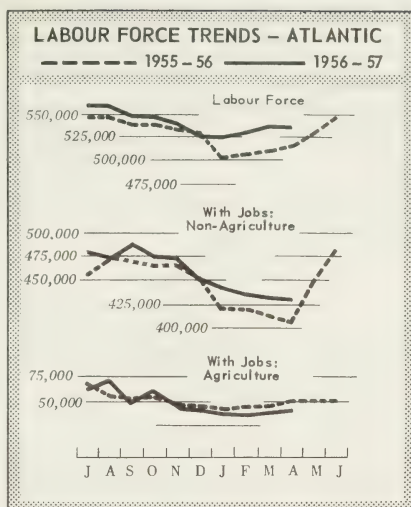
May 1, 1957

	LABOUR SURPLUS		APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec - Lévis St. John's Windsor	Calgary Edmonton Hamilton Ottawa - Hull Toronto → VANCOUVER - NEW WESTMINSTER Winnipeg	→ MONTREAL	
MAJOR INDUSTRIAL AREAS (labour force 25,000 - 75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Cornwall FARNHAM - GRANBY ← Joliette Lac St. Jean Moncton New Glasgow Rouyn - Val d'Or Sherbrooke Shawinigan Falls Trois-Rivières	Brantford FORT WILLIAM - PORT ARTHUR Halifax Kitchener London Niagara Peninsula Oshawa → PETERBOROUGH Saint John Sarnia Sudbury → SYDNEY Timmins - Kirkland Lake Victoria	→ GUELPH → KINGSTON	
MAJOR AGRICULTURAL AREAS (labour force 25,000 - 75,000; 40 per cent or more in agriculture)	Charlottetown Rivière du Loup Therford - Megantic - St. Georges	Brandon → CHATHAM Lethbridge North Battleford Prince Albert Red Deer → YORKTON	Barrie → MOOSE JAW → REGINA → SASKATOON	
MINOR AREAS (labour force 10,000 - 25,000)	Bathurst Campbellton Drummondville Edmundston Gaspé Grand Falls Kamloops Kentville Montmagny Newcastle Okanagan Valley Prince George Quebec North Shore Rimouski Ste. Agathe - St. Jérôme St. Hyacinthe St. Stephen Summerside Truro Victoriaville Woodstock, N.B. Yarmouth	→ BEAUHARNOIS Belleville - Trenton → BRACEBRIDGE → BRIDGEWATER → CENTRAL VANCOUVER → ISLAND → CHILLIWACK Cranbrook → DAUPHIN Dawson Creek Drumheller Fredericton LaCerte - Ste. Thérèse Lindsay Medicine Hat North Bay → OWEN SOUND Pembroke → PORTAGE LA PRAIRIE Prince Rupert Sault Ste. Marie → SIMCOE → SOREL St. Jean → TRAIL - NELSON → VALLEYFIELD Woodstock - Ingersoll	→ BRAMPTON Galt → GODERICH → LISTOWEL St. Thomas → STRATFORD → SWIFT CURRENT → WALKERTON → WEYBURN	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC

TOTAL employment was unchanged in the Atlantic region during April, mainly because the usual spring pick-up in outdoor activities was delayed by continuing bad weather. Persons with jobs were estimated to number 473,000 at April 20, about the same as a month earlier but approximately 16,000 more than in April 1956. By the end of the month, employment had risen slightly in road transportation and construction but farming, logging and lumbering remained very slack. As in earlier years, the seasonal movement of workers to Ontario farms got underway during the month. Opening of the lobster season resulted in renewed activity in the fishing industry; operations were hampered in some areas, however, by weather conditions.



Only two of the 21 areas in the region were reclassified during the month, both from the substantial to the moderate labour surplus category. At May 1, the area classification was as follows: (last year's figures in brackets): in moderate surplus, 5 (4); in substantial surplus, 16 (17).

### Local Area Developments

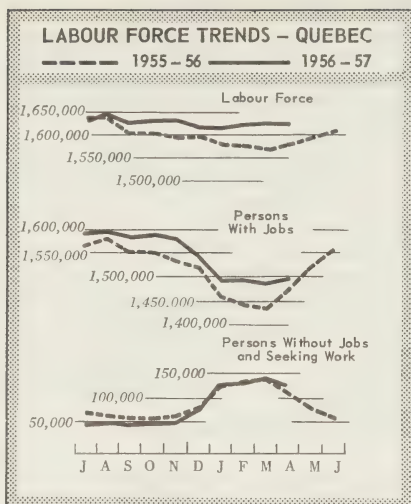
**St. John's** (metropolitan). Remained in Group 2. The employment situation in this area changed very little during April. The construction industry, which usually provides a large number of jobs during the busy season, remained very slack. Lobster fishing was hampered by ice conditions but deep-sea fishermen reported a busy month. The annual movement of farm labourers from Newfoundland to Ontario got underway during April. Total labour supplies remained somewhat higher than a year earlier, however, owing to a generally slow pick-up in seasonal industries.

**Sydney** (major industrial). Reclassified from Group 1 to Group 2. Employment increased according to the usual seasonal pattern. Heavy ice hampered shipping and fishing during the first half of the month but by the end of April conditions showed a marked improvement. Production and employment at the steel plant were high; approximately 75 workers were recalled to the yard department during the last week of the month. Coal mining employment continued steady at about the same level as last year. Markets for coal were reported to be holding up well.

**Bridgewater** (minor). Reclassified from Group 1 to Group 2.

## QUEBEC

THE GROWTH that characterized the labour force in the Quebec region during the first quarter of 1956 levelled off in April. Employment rose less than usual during the month and the decrease in unemployment was not as great as in past years. At April 20, persons with jobs were



estimated at 1,498,000, only 8,000 more than a month earlier and 31,000 more than a year earlier. These are smaller increases, both month-to-month and year-to-year, than occurred last April. Persons without jobs and seeking work decreased from 139,000 at mid-March to 127,000 at April 20; again this is a smaller decrease than in the corresponding period last year.

In both the agricultural and non-agricultural sectors, employment increases were less than seasonal. Although unemployment in construction declined, it did so at a lower rate than last year. The logging drive began later this year

than last and until the end of the month, registrations for employment among forestry workers continued to increase. Activity in many agricultural areas was hampered by poor weather. Unemployment remained high in the transportation occupations; truckers' registrations were decreasing more slowly than last year.

The opening of the shipping season saw the rehiring of some 5,000 longshoremen and seamen. Employment in the textile industry approached its spring peak at a level little changed from last year. Employment in the manufacture of paper products, iron and steel products, electrical apparatus and transportation equipment continued to be extremely strong; there were some shortages of skilled workers. Although registrations were still much higher than a year ago, employment in the service sector rose seasonally. Despite these gains, the over-all employment gain in non-agricultural occupations was much less than in previous years, owing to weakness in the industries with large seasonal employment variations.

Five of the 24 areas in the region were reclassified during the month. At May 1, the area classification was as follows: (last year's figures in brackets): in balance, 1 (1); in moderate surplus, 5 (8); in substantial surplus, 18 (15).

#### Local Area Developments

**Montreal** (metropolitan). Reclassified from Group 2 to Group 3. The opening of the harbour, renewed activity in water and land transportation, considerable increases in employment in the construction and service occupations, and a slight improvement from last month in the textile industry, were among the factors contributing to the reclassification. Employment was high in the manufacture of transportation equipment, iron and steel products, paper products and leather products.

**Quebec - Levis** (metropolitan). Remained in Group 1. Employment rose in construction and, with the opening of the port, among seamen and longshoremen. However, unemployment increased slightly among transportation workers and the drop in NES registrations from forestry workers was considerably less than a year earlier. Layoffs and short time occurred in

some factories but the employment situation in the textile industry improved. There were shortages of machinists, auto mechanics, sewing machine operators and qualified women in the services sector.

**Farnham-Granby** (major industrial). Reclassified from Group 2 to Group 1. The layoff of 640 employees of the Miner Rubber Company at Granby resulted in reclassification of this area. It is expected that three-quarters of those laid off will have been rehired by May 24.

**Beauharnois, Sorel, Valleyfield** (minor). Reclassified from Group 1 to Group 2.

## ONTARIO

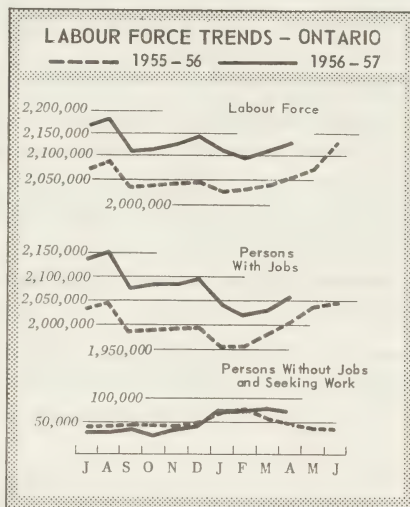
THE EMPLOYMENT situation in Ontario continued to improve during April. The number of persons with jobs at April 25 was estimated at 2,059,000, an increase of 25,000 from the previous month and of some 53,000 from the previous year. Unemployment, which began its seasonal decline about a month later than last year, remained higher than last year. Agriculture and construction accounted for most of the increase in employment. Gradual re-opening of lake shipping and the beginning of summer work in saw-milling and mining resulted in new hirings. The light manufacturing industries, particularly textiles, continued to improve. The production of radio and television sets, which has been at a low level for the past several months, showed signs of picking up. Heavy industry remained generally firm. Several areas reported shortages of farm labour despite the arrival of workers from the Maritimes. There were also continued shortages of skilled technical and clerical personnel.

Twelve of the 34 areas in the region were reclassified during the month, seven from the moderate surplus to the balanced category, and five from the substantial to the moderate surplus category. At May 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 2 (0); in moderate surplus, 22 (12); in balance, 10 (22).

### Local Area Developments

**Hamilton** (metropolitan). Remained in Group 2. A slight decline in unemployment was due mainly to increased demands for labour in the steel, textiles, and chemicals and allied industries. Production of automobiles and household appliances remained at a reduced level.

**Ottawa-Hull** (metropolitan). Remained in Group 2. The employment situation improved considerably during the second half of April, with particularly heavy demand for construction workers.



**Toronto** (metropolitan). Remained in Group 2. Unemployment declined mainly as a result of increased construction activity. The textile industry continued to improve. Employment in processing and light manufacturing picked up slightly. Heavy industry remained fairly firm.

**Windsor** (metropolitan). Remained in Group 1. Starts on construction projects resulted in some reduction in unemployment. However, the employment situation generally showed little improvement, as the level of activity in the automobile industry remained unchanged.

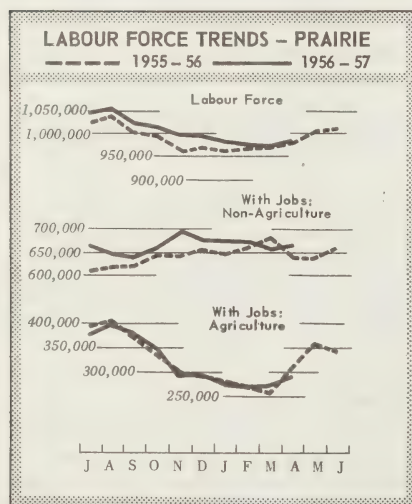
**Guelph and Kingston** (major industrial). Reclassified from Group 2 to Group 3. The production of agricultural implements and heavy electrical machinery and equipment in Guelph increased substantially. In Kingston construction activity increased greatly. Textile and chemical plants were stepping up production and local shipyards were hiring welders and other tradesmen.

**Peterborough** (major industrial) and **Chatham** (major agricultural). Reclassified from Group 1 to Group 2. In Peterborough the outboard motors manufacturing plant was working at capacity and meat packing and textile firms were busy. While bad weather in Chatham delayed the need for farm labour, increased production at a truck manufacturing firm resulted in higher employment.

**Bracebridge, Owen Sound and Simcoe** (minor). Reclassified from Group 1 to Group 2.

**Brampton, Goderich, Listowel, Stratford and Walkerton** (minor). Reclassified from Group 2 to Group 3.

## PRAIRIE



EMPLOYMENT increased sharply in the Prairie region during April, reaching an unusually high level for the season. Persons with jobs at April 20 were estimated at 957,000, an increase of 27,000 from the previous month and of 12,000 from the previous year. Unemployment fell to the lowest level for April in several years. The improvement in the employment situation was shared by both farm and non-farm industries. Increased hirings were reported in manufacturing, mining, wholesale and retail trade, the tourist industries and at the Lakehead following the opening of navigation. The generally buoyant

economic situation of the region was reflected in the fact that the number of job vacancies listed at the NES offices was about 10 per cent higher than a year before. Job registrations showed little year-to-year change.

Employment expansion during the month resulted in the reclassification of nine of the 20 areas in the region, four from the substantial to the moderate surplus category, and five from the moderate surplus to the balanced category. At May 1, the area classification was as follows (last year's figures in brackets): in balance, 5 (5); in moderate surplus, 15 (12); in substantial surplus, 0 (3).

#### **Local Area Developments**

**Calgary** (metropolitan). Remained in Group 2. This area approached a balanced situation by the end of April as employment increased rapidly in seasonal industries. A shortage of farm workers developed during the month, despite a steady influx of immigrant workers. Employment in the construction industry showed marked improvement during the last week of April, after increasing slowly earlier in the month. Shortages of skilled workers are expected to develop early in the season. Reflecting the general employment strength, job vacancies filed at the NES office at the end of the month more than doubled the number at the same date last year. Requirements for professional engineers were particularly strong, increasing sharply in the last week of the month.

**Edmonton** (metropolitan). Remained in Group 2. The employment situation changed very little during April. Highway transportation, oil drilling and exploration showed little improvement as rural roads were still closed to heavy traffic. In certain occupations workers continued to be in very strong demand, particularly professional engineers, stenographers, typists, bookkeepers and accountants.

**Winnipeg** (metropolitan). Remained in Group 2. Unemployment declined steadily during the month, mainly because of increased activity in manufacturing.

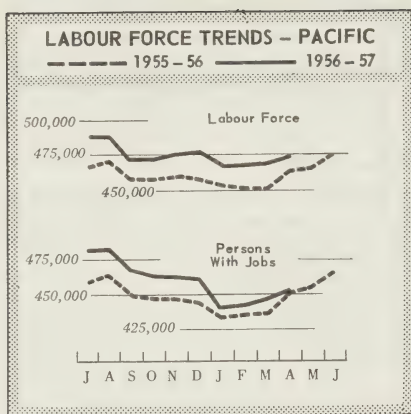
**Fort William-Port Arthur** (major industrial). Reclassified from Group 1 to Group 2. Seasonal employment expansion in water transportation, grain elevators and mining contributed largely to the reduction in labour supplies in this area. Logging employment, on the other hand, showed a further seasonal decline during the month.

**Moose Jaw, Regina, Saskatoon, Swift Current and Weyburn** (major agricultural and minor). Reclassified from Group 2 to Group 3.

**Yorkton, Dauphin and Portage La Prairie** (major agricultural and minor). Reclassified from Group 1 to Group 2.

#### **PACIFIC**

EMPLOYMENT continued to rise in the Pacific region during April, stimulated by increased activity in seasonal industries. As a result, persons with jobs increased by 9,000 to 455,000, about 4,000 more than a year before. Registrations for employment at NES offices showed a major decrease, although the decline was somewhat smaller than in April 1956; the number of registrations at May 1 was still nearly 13,000 higher than a year ago. Logging and sawmilling employment indexes were lower than last year by 16 and 7.5 per cent, respectively, owing to persistent weakness in foreign and domestic lumber markets. The construction industry was busier than in the previous month, especially in



year-to-year increase each month. Aluminum production at Kitimat increased and more workers were hired. Most pulp and paper mills were operating at capacity but the volume of ocean shipments of lumber was much lower than last year resulting in less employment for stevedores, especially at Vancouver Island ports.

During the month four areas (including Vancouver-New Westminster) were reclassified from the substantial to the moderate labour surplus category. At May 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in moderate surplus, 7 (7); substantial surplus, 3 (2); balance, 0 (1).

#### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Reclassified from Group 1 to Group 2. Employment in March was about 6 per cent higher than a year earlier. Although the demand for manpower increased considerably during April, there was still a moderate surplus of labour at May 1. Logging activity increased more slowly than in 1956. Sawmills required additional labour but production was below normal. The shipbuilding industry was busy and a good year is expected. Commercial and industrial construction work increased but housebuilding activity was slower than last year.

**Victoria** (major industrial). Remained in Group 2. Hirings increased generally during the latter part of the month. The demand for loggers and sawmill workers rose seasonally, although employment continued lower than last year. Machine shop employment was still adversely affected by unstable conditions in logging and lumbering. Shipyards were busy, with a sizeable volume of shipbuilding and repair orders on hand and the prospect of a considerable amount of work from other heavy industries.

**Chilliwack and Central Vancouver Island** (minor). Reclassified from Group 1 to Group 2.

## NOTES OF CURRENT INTEREST

### **NES Encourages Return Of Canadians in U.S.**

To encourage Canadian students at American universities to seek employment in Canada on the completion of their studies, the National Employment Service last month sent a letter to each of about 1,000 such students, inviting them to use the facilities of the NES if they intended to come back to Canada to work.

In communicating with these students, NES made use of a booklet published a short time earlier by the National Research Council, which gave the names and addresses of students registered in science and engineering courses at American universities for the academic year 1956-57.

Enclosed with the letter was a form of application for employment which it was suggested that the student should fill out and send to the NES local office nearest his home town in Canada, or to the office in the place where he wanted to work. When an application is received, NES offices have been instructed to advise the applicant what steps are being taken in the matter.

### **30-Hour Work Week Eventual Aim of IAM**

A 30-hour work week, without loss of take-home pay, will be a future objective of the International Association of Machinists, the union's Executive Council has unanimously decided.

The Council's resolution declared that "the alternative to a shorter work week without loss of take-home pay will be increasing unemployment and reduction of purchasing power, and inevitably an industrial and economic crisis far surpassing any this country has heretofore experienced".

A second industrial revolution, based on automation, is in its initial stages, the Council said, and it can be expected to have an ever-increasing impact on the people who depend on their labour for their livelihood. The 30-hour week, without loss of take-home pay, was urged "in order that the threat of technological unemployment due to automation may be lessened".

Each of the IAM's 164 districts and 2,088 local lodges was requested to "study and

report to the International President's office on conditions in their areas, including lay-offs, cutbacks, and personnel displacements, which indicate a need for an immediate move on the objective of a 30-hour work week".

The Council said that pending the time when a 30-hour work week can be established as the normal work week for all industry and commerce the labour movement must work for the establishment of a shorter work week with no loss of take-home pay. It stated that "in those industries already affected by technological change, immediate steps should be taken to establish a shorter work week".

### **GAW Agreements Cover 50,000 in Canadian UAW**

In its first round of guaranteed annual wage negotiations, the United Automobile Workers in Canada obtained 48 contracts with 29 companies in 19 cities and six provinces, covering about 50,000 of the union's 70,000 Canadian members.

The largest single group was at General Motors: more than 17,000 workers in five Ontario cities. Next largest was at Ford, with upwards of 14,000 employees in eight plants—three in Ontario, one in Quebec, one in Manitoba, one in Saskatchewan, one in Alberta, and one in British Columbia. Chrysler Corporation, with two plants in Ontario and one in Alberta, added 8,800 workers. Nearly 3,000 more were employed in three Ontario plants of Massey-Harris-Ferguson. A number of Windsor automobile feeder plants helped to swell the total.

### **Set Up Training Program For Jobless N.S. Miners**

An expanded trade training program for miners thrown out of work by the closing of collieries in Pictou County, Nova Scotia, was recently announced by the province's Minister of Labour, Hon. S. T. Pyke. He told the Legislature that 76 miners idled by the closing of a mine in Stellarton had applied for training courses, and that new facilities would be opened for them in Stellarton. The program is being financed jointly with the federal Government.

## **Four-Day Week Approved As UAW Target in 1958**

A four-day work week with higher take-home pay than for the present five-day week was approved as the union's main collective bargaining aim for 1958 by more than 3,000 delegates at the 16th convention of the United Automobile Workers held last month in Atlantic City.

Other important measures authorized by the convention were the establishment of a Public Review Board, consisting of six prominent citizens not connected with the union, as a safeguard against racketeering and injustice in the union; an amendment to the constitution to give skilled workers and other specialized groups—white-collar workers, engineers and technicians—special representation on collective bargaining committees, the right to act separately on agreements affecting them alone, and the right to take a strike vote; and an increase of 50 cents a month in union dues. (Most members' dues will now be \$3 a month.)

The bargaining demands the union expects to make in the 1958 negotiations will be definitely settled at a special convention to be held next January. However, it is reported that they will include: an increase in supplementary unemployment benefit payments, with an extension of the period for which they are payable from the present 26 weeks to 52 weeks; provision of hospital and medical insurance by the employer; and, in cases of removal of plant from one city to another, right of the workers to transfer with full seniority and pension rights, or alternatively severance pay if they do not want to transfer.

UAW President Walter P. Reuther has indicated that he favours a two-year contract rather than a three-year contract like the present one. With regard to the shorter work week, in spite of the convention's formal approval of the four-day week, he declined in a press interview to say whether the union will seek a four-day week as such. But he said that the members seemed to favour fewer work days in the week rather than shorter work days.

The timing of any reduction in hours cannot be made arbitrarily by either Management or Labour, he asserted, but must depend upon economic and technical conditions. For the present he proposed the establishment of a joint committee, on which Management and union would be represented, to study ways of attaining a shorter work week so that there would be "more light and less heat" at the bargaining table next year.

The new policy with regard to skilled workers and other specialists was opposed

by many delegates as a departure from the union's tradition of industrial unionism. It has been devised, however, to allay the dissatisfaction among skilled members which led to the formation of the Society of Skilled Trades in some UAW plants after the 1955 contracts were signed in the industry.

Besides the fear of possible defection of other skilled workers, the new policy reflects "the most intense concern" of high union officials about the changing composition of the work force in the union's jurisdiction. Professional and white-collar workers, who a few years ago comprised 23 per cent of that work force, now amount to 31 per cent, and in a few more years' time are expected to reach 40 per cent. President Reuther said that without "refinement" of the industrial union principle the UAW would ultimately lose its membership strength as a result of the increased use of automatic production machines. The same problem, it was implied, faces other industrial unions.

The members of the Public Review Board, or "watchdog" committee, who had already been chosen at the time of the convention, include a Jewish rabbi, a Catholic priest, a Methodist bishop, two members of university faculties, and a Circuit Court judge. All of them have had wide experience in labour and economic matters or in social work.

In its "watchdog" capacity the Board will have authority to conduct investigations, hold hearings and issue findings on any alleged violations of ethical codes of the AFL-CIO, or of any additional ethical codes which the UAW may adopt.

Another duty of the new board will be to act as the final court of appeal for a union member being tried on disciplinary charges. The Board will have the power to uphold, modify or reverse the decision of the International Executive Board on any matter appealed, and its decision will be final. However, it cannot "review in any way an official collective bargaining policy of the international union".

One of the acts of the convention was to approve two-year, instead of one-year terms for officers of locals and units, and to shift the biennial convention from the spring to the autumn. This latter change was to allow the local bodies to elect their convention delegates at the same time as their officers, *viz.*, in May and June.

In the election of officers, Mr. Reuther was re-elected President for another two-year term. (He was first elected in 1946.) One candidate nominated in opposition to Mr. Reuther withdrew from the contest.

Also elected by acclamation were: Emil Mazey, Secretary-Treasurer, and Richard T. Gosser, Pat Greathouse, Norman Matthews and Leonard Woodcock, Vice-presidents. George Burt was re-elected Canadian Director.

### **CBRE Seeks Pay Increase For Rail Hotel Employees**

A 25-per-cent across-the-board wage increase for 3,700 employees of 13 Canadian railway hotels was asked for last month by the Canadian Brotherhood of Railway Employees and Other Transport Workers (CLC).

The union's general adjustment committee for hotels has also asked for a company-paid health and welfare plan, changes in some working conditions, and adjustments in pay for craftsmen that will bring their wages into line with those of similar workers in their districts.

Wages for hotel employees vary in different parts of Canada, with the highest rates prevailing on the West Coast.

### **Movement of Workers To Ontario Farms Begins**

An organized movement of workers from the Atlantic provinces to Ontario farms began last month.

The organized farm worker excursion, like many movements of farm labour in previous years, was arranged under Federal-Provincial Farm Labour Agreements. The gradual movement is expected to continue until the end of July. The return movement will take place between August 15 and October 31.

It is not known how many Maritimes workers will participate in the excursion but in other years as many as 400 to 600 have taken part.

Recruiting for the excursion has been underway for some time in the Maritimes and Newfoundland and is being carried out by local offices of the National Employment Service. Provincial Agricultural Representatives co-operate with the National Employment Service both in recruiting in the East and in the placement on Ontario farms.

Workers recruited in the East will be despatched to either Ottawa or Toronto, where distribution will be made to areas requiring farm labour. In this co-operative effort to meet the farm labour needs of Ontario between the railroads and the federal and Ontario Governments, a low excursion rate of \$5.00 for the outgoing journey and \$20.00 for the return has been provided for the volunteer workers.

Inexperienced men are being accepted providing they are willing to learn general farm work, which ordinarily involves spring seeding, haying, harvesting, and care of livestock. However, volunteers must weigh at least 135 pounds and be 18 years of age or older. Volunteers meeting these conditions who have a work history which indicates ability to do farm work are preferred.

While wages are a matter of arrangement between the individual employer and the farm worker, the basic wage at present in Ontario is about \$75 a month, including board and lodging. Experienced workers in past years have received as much as \$80 to \$90 per month.

### **Training Vital to Success Of Modern Industry**

Delegates to the 11th annual conference of the Canadian Industrial Trainers' Association, held in Montreal last month, generally agreed that continual training was a vital element of success in modern industry.

R. A. Neale, Vice-President, Manufacturing, Canadair Limited, who spoke on "Aviation Industry and Related Training Program," emphasized that "in our business, training never stops. If we are to stay in business it never can stop, for a variety of kinds of businesses, and some applicable only, or chiefly, to the job of designing, engineering, producing, proving and selling airplanes".

After describing the continual changes in the aviation industry, Mr. Neale went on to state that it was essential that training, from top-level management to the youngest employee, be an uninterrupted process. "We must remember that training begets the need for more training, because training leads to developing skills, and new skills mean new advances, and new advances generate more training."

Other key speakers at the two-day conference were: Dr. Milton Gordon, Associate Director, Management Center, Marquette University; Prof. Kenneth Hare, Department of Geography, McGill University; Dr. J. C. Sawatsky, Professor of Administration, University of Toronto; Dr. J. R. Kidd, Director, Canadian Association for Adult Education; Dr. J. W. Macmillan, Director, Personnel Development, Canada Packers Limited; Dr. Gordon Guest, Staff Development Administrator, Canadian Industries Ltd.; Leland P. Bradford, Director, National Training Laboratories, Washington, D.C.; and Matthew Radom, Domestic Employee Relations Advisor, Standard Oil Company, New York.

## **Record Year Predicted In Construction Industry**

A record year in the construction industry is forecast for Canada, to an estimated value of \$6,702,000,000, about 5 per cent above the peak figure in 1956, when new building amounted to \$6,389,000,000. The estimate is made by the Dominion Bureau of Statistics.

The moderate increase of 5 per cent in the intended construction program, compared with a 20-per-cent increase in 1956 over 1955, is due largely to a slowdown in housebuilding, which is estimated at 15 per cent below the 1956 level.

Non-residential building and engineering construction, however, show a continued high rate of increase for 1957, especially in the commercial, institutional, electric power and gas, and oil categories.

Volume of construction carried out in 1955 increased almost 10 per cent over 1954, showing the largest increase since 1948 in percentage terms. Preliminary estimates indicate that this increase was surpassed in 1956, when the program was 14 per cent larger than the preceding year. In terms of both current and constant dollars, most of the increases have occurred in new construction, repair work showing relatively little change.

While the value of new construction is estimated at \$5,563,000,000 for 1957, up from \$5,260,000,000 in the preceding year, and the value of repair construction is placed at \$1,139,000,000 as against \$1,129,000,000, the value of residential construction is expected to fall to \$1,556,000,000 from \$1,830,000,000.

## **CLC Surplus only \$4,700 For First Eight Months**

The Canadian Labour Congress' net excess of receipts over expenditures for the first eight months of the organization's existence amounted to "only" \$4,715.04, according to a financial statement issued last month covering the period from May 1 to December 31, 1956. Receipts for the period were \$775,612.40 and expenses were \$770,897.36.

"This particular period cannot be regarded as a normal one, due to a number of factors, including non-recurring receipts and expenditures involved in the merging of the former Congresses, as well as the retention of a larger staff than that originally contemplated. It is felt, however, that the favourable margin of less than \$5,000 on its (the Congress') operations leaves something to be desired," said Donald MacDonald, Secretary-Treasurer of the CLC, in a letter which accompanied the financial statement.

Further on in the letter he said that "this permits no leeway for such situations as protracted strikes of one or several affiliates, or serious unemployment over a number of months of a large section of our membership, to say nothing of the extension or expansion of Congress activities and services." He added, however, that "on the over-all basis it can be said that the financial affairs of the Congress are in a satisfactory condition, and that, while the current position requires constant attention, there is every reason for optimism concerning the future."

## **International Employers' Union to Meet in Canada**

The International Union of Catholic Employers' Associations will hold its general convention in Montreal from September 15 to 21. It will be the first time since the organization's founding in 1931 that it will meet outside Europe.

Representatives from at least 14 countries are expected to attend the convention, which is under the auspices of the Professional Association of Industrialists, a Quebec employers' organization.

Among other subjects, the convention will study the reciprocal duties of heads of concerns and of the State, married women and young people working, technical and social progress.

More than a thousand Quebec employers and about 250 heads of concerns from abroad are expected to attend the convention.

## **Trainmen on U.S. Roads Gain 26½-Cent Increase**

An agreement granting an hourly increase of 26½ cents an hour to 121,000 employees in road and yard service on 140 United States railroads was announced last month by the National Mediation Board. The agreement was reached between representatives of the railroads and of the Brotherhood of Railroad Trainmen (ind), and the increase was in accordance with the recommendation made earlier by an emergency presidential board (L.G., April, p. 430).

Part of the increase, amounting to 12½ cents an hour, was retroactive to November 1, 1956; and additional increases of 7 cents an hour are due during each of the next two years. The increases are similar to those provided in a settlement reached between the Brotherhood of Locomotive Firemen and Enginemen and the U.S. railroads (L.G., Jan., p. 25).

Current average wages for the rail workers are \$528 a month for road trainmen, \$649 a month for road conductors, and \$465 a month for yard conductors.

## **No Major Changes in U.S. As Minimum Wage Raised**

The raising of the U.S. federal minimum wage from 75 cents to \$1 in 1956 did not cause substantial changes in the national economy as a whole, but it did result in a moderate amount of unemployment in several southern industries and some reduction in working time to avoid payment of overtime, according to a report issued by the U.S. Department of Labor.

The higher minimum did not result in sweeping increases in wages for higher-paid workers comparable to the increases for those who were getting less than \$1 before the change.

In some cases there was a rise in plant productivity after the increase in the minimum to \$1 an hour. This may have been because employers were exercising more vigilance in weeding out the inefficient, or because piece rates and production quotas were raised, the report said.

As had been expected, the Department found that the impact of the minimum wage increase was heaviest in the South. According to the report, gross average earnings here rose 6 cents an hour between February and April 1956, compared with a rise of only 2 cents an hour in the rest of the country.

Factory employment in the South declined by 3 per cent between December 1955 and May 1956. This was more than the decline in other parts of the country but, the Department pointed out, it was not entirely due to changes in the wage-hour law.

Any "expectation... that business failures would increase significantly as a result of the new minimum has not up to this time been confirmed by the available statistics for the South," the Department comments.

The Administration favours extending the scope of the law to about 2,500,000 more workers, most of whom are in retail trade. The AFL-CIO wants at least 9,600,000 to be added to the 24,000,000 now affected. Trade associations have protested any further changes in the law. The American Retail Federation, for example, told a Senate sub-committee that to add large retailers and service industries would "destroy job opportunities for thousands" of temporary and part-time workers.

## **Credit Unions in Canada Numbered 4,108 in 1955**

Credit unions in Canada had a membership of 1,736,817 in 1955, an increase of 176,102 during the year. A total of 4,108 chartered credit unions reported assets of

nearly \$654 million, according to *Credit Union in Canada 1955*, published by the Canada Department of Agriculture.

Over the past decade, the number of chartered credit unions has nearly doubled, membership is nearly three times as great as in 1946 and assets in 1955 stood at a level three and one-half times that of 1946.

Quebec again reported the largest number of credit unions chartered, with 1,357 in 1955. Ontario, with 1,243 credit unions chartered, is a close second. In membership, Quebec leads Ontario by a ratio of almost 3 to 1.

In the three Prairie Provinces, Saskatchewan takes the lead in credit unions chartered and in membership. Manitoba showed the largest gain in number of credit unions reporting but membership increases were similar for all three provinces.

British Columbia showed greater gains during the year than did the Prairie Provinces both in credit unions reporting and membership.

## **C. R. Lee, Department's Supplies Chief, Retires**

Capt. Cecil R. Lee, Chief of the Department's Supplies Branch, has retired after 37 years in the service of Canada, both as a civilian and a soldier.

He entered the Department of Labour in 1920 and served in the Supplies Branch, first as assistant and then as chief.

Born in Worthing, England, he came to Canada shortly before the outbreak of the First World War. He served in the 21st Battalion, Canadian Expeditionary Force, from 1914 to 1919.

On his return from active service he enlisted in the Princess Louise Dragoon Guards (Reserve), in which he served from 1920 to 1930, and subsequently served with the Second Mounted Brigade (Reserve) from 1930 to 1937. He was Brigade Regimental Sergeant Major on his discharge.

On the outbreak of the Second World War he enlisted again on active service with the Royal Canadian Ordnance Corps, from which he was discharged in 1945 with the rank of Captain.

During his service with the Department of Labour he was engaged on three major assignments: the closing of the Japanese camps, 1946; directing a special inventory of all Canadian Vocational Training Schools in Western and Central Canada, 1947; and on a special assignment to Europe, screening displaced persons in France, Germany, Italy and Austria for farm and railway employment in Canada.

## **Further Term on UIC For C. A. L. Murchison**

Clifford A. L. Murchison, QC, a member of the Unemployment Insurance Commission since June 1947, has been re-appointed for a further five-year term.

Mr. Murchison, formerly a lawyer in Winnipeg, came to Ottawa in 1941 and during the following six years held various posts in the legal division of the Wartime Prices and Trade Board and with the War Labour Board. In May 1945, he was named secretary of the War Labour Board, and in 1946 was made chairman of that body until he was named to the Unemployment Insurance Commission.

## **CMA's Ontario Division Elects New Officers**

W. H. Evans, of Leaside, has been elected 1957-58 Chairman of the Ontario Division of the Canadian Manufacturers' Association. He is President and Managing Director of Honeywell Controls, Ltd.

Thomas Edmondson, President, Packard Electric Co. Limited, St. Catharines, was elected Vice-chairman.

Norman E. Russell, of Toronto, and Donald B. Strudley, of Stratford, were elected chairman and vice-chairman of the Ontario Division's Workmen's Compensation Committee. G. J. E. Pettet, of Toronto, was elected chairman and D. A. Page, of New Toronto, vice-chairman of the division's Labour Relations Committee.

## **D. J. McDonald Re-elected Steelworkers President**

David J. McDonald has been re-elected President of the United Steelworkers of America; but a rival candidate, Donald C. Rarick, polled more than one-third of the total vote. Official returns for the referendum held on February 12, which were announced last month, showed that Mr. McDonald received 404,172 votes, while Mr. Rarick received 223,516 votes.

The election was the first one in the union's history in which there was a contest for the presidency. Less than a quarter of all unions elect their officers by referendum, and the Steelworkers is the only one with a membership of more than 1,000,000 that does so. Other unions choose their officers at conventions.

Donald Rarick had been unknown outside his own local until he assumed leadership of a committee to fight an increase in union dues last September, which raised them from \$3 to \$5 a month.

I. W. Abel was elected for another four-year term as Secretary-Treasurer, with 420,085 votes against 181,264 polled by his opponent. Howard R. Hague was unopposed for re-election as Vice-president.

## **Dave Beck Suspended From AFL-CIO Council**

On March 29, Dave Beck, President of the International Brotherhood of Teamsters, was suspended from his post as Vice-president of the AFL-CIO by the Executive Council.

The Council filed charges of "malfeasance" and "maladministration" against him and decided to give him a hearing on May 20.

The Council also directed the AFL-CIO Ethical Practices Committee to launch an immediate investigation of charges against the Teamsters "to determine whether the Teamsters' International is substantially dominated or controlled by corrupt influences".

## **Negroes Can Be Excluded From Wisconsin Unions**

Negroes can be legally excluded from membership in unions in Wisconsin, the Supreme Court of the state ruled in a 6-to-1 opinion issued on April 9.

The action sustained a lower court ruling affecting two Negro bricklayers who had been denied membership in a Milwaukee local of the bricklayers' union.

The high court found that nothing in the state's laws prevents a union from barring Negroes as members "over the objection, on racial grounds, of the members already there...."

A Cleveland local of the International Brotherhood of Electrical Workers, on the other hand, has been given until July 1 to drop its policy of refusing membership to Negroes. The ultimatum was given by Gordon Freeman, President of the union, at the suggestion of George Meany, President of the AFL-CIO.

### **Mr. Meany's Comments**

In commenting on the announcement, Mr. Meany said that the demand of the IBEW president that the local had been made in order to "have this problem of discrimination settled by the local in conformity with the policies of the AFL-CIO and the IBEW and local ordinances". He added, in reply to a question, that he assumed suspension by the international union would be the penalty if the local failed to act.

## **55 per cent of Immigrants In 1956 Were Workers**

Of the 164,857 immigrants who came to Canada last year, 91,039, or a little more than 55 per cent, were workers. The rest were dependents.

Nearly 30,000 of the workers belonged to manufacturing, mechanical or construction occupations; carpenters, brick and stone-masons, mechanics and repairmen, metal fitters and assemblers, and electricians and wiremen were the most numerous.

Those belonging to service occupations, numbering 13,800, constituted the second largest group. Domestic servants numbered 8,704, and 2,820 were non-professional service workers. Among the remainder were nurses' aides, barbers, hairdressers, manicurists and cooks.

There were 12,482 general labourers, besides labourers in agriculture, fishing, logging and mining.

Clerical workers constituted the fourth largest group, stenographers alone accounting for 3,746 out of the total of 9,492.

Professional persons came fifth in numbers. Out of a total of 9,343, draughtsmen and designers numbering 1,253 made up the largest single category; graduate nurses came second with 1,248; and teachers and professors came third with 1,028.

Agricultural workers made up the sixth largest group. However, only 126 were farmers or agriculturalists, the rest of the total of 7,500 being farm labourers.

Transport workers constituted the seventh largest group, with a total of 1,646. Included in these were 179 airline pilots, captains and mates, railway conductors or locomotive engineers.

Professional persons were reported to have had the greatest difficulty in finding employment in their own spheres. This was especially the case in the legal and medical professions, where barriers have been set up by many Canadian professional organizations which are difficult to scale. Conditions in this respect, however, vary from province to province.

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## **Proceedings of Parliament of Labour Interest**

### **Canada Minimum Wage Act**

#### **March 22**

First reading was given to a bill introduced by Stanley Knowles (Winnipeg North Centre) urging establishment of \$1 an hour as a minimum rate of wages for all employees in Canada who come under federal labour jurisdiction. The bill provides that its terms do not affect any employee whose wages are higher than \$1 an hour, but any rate less favourable would be superseded by this legislation.

### **Health Insurance**

#### **March 22**

In replying to a question on health insurance asked by Mr. Knowles, Hon. Paul Martin, Minister of National Health and Welfare, noted that a draft agreement, copies of which had been forwarded to five provinces which have agreed to the federal Government's proposals, was handed to the Minister of Health for Manitoba during Ottawa discussions on the health insurance plan.

#### **March 25**

The Minister of National Health and Welfare moved that the House go into committee to consider the following resolution:

That it is expedient to introduce a measure to authorize contributions to be paid out of the consolidated revenue fund to provinces in respect of costs incurred by them in providing insured hospital and diagnostic services pursuant to provincial law and to agreements made in accordance with the said measure, to commence when at least six provinces, containing at least half the population of Canada, have entered into such agreements and qualified for the receipt of such contributions.

Motion agreed to, resolution considered in committee, resolution reported and concurred in, and bill given first reading.

#### **April 4**

Second reading was given Bill No. 320, to authorize contributions by Canada in respect of programs administered by the provinces providing hospital insurance and laboratory and other services in aid of diagnosis.

#### **April 10**

After lengthy debate, Bill No. 320, to provide for a federal-provincial health scheme, read the third time and passed.

### **Alleged Violations of FEPA**

#### **March 22**

Mrs. Ellen L. Fairclough (Hamilton West) asked if an investigation was being made into alleged violations of the Canada Fair Employment Practices Act by the

Bank of Canada and the National Employment Service. Hon. Milton F. Gregg, Minister of Labour, informed Mrs. Fairclough that the matter was under investigation.

### **5-Day Week at Military Camp**

**March 28**

J. M. Forgie (Renfrew North) asked the Minister of National Defence if the five-day, 40-hour-week will be granted to security guards, cleaners, helpers, caretakers, cooks and nursing staff at Petawawa Military Camp. Hon. R. O. Campney replied that the matter is under investigation by his department, the Department of Labour, Treasury Board and the Civil Service Commission, and that he cannot give a positive answer until investigations are concluded.

### **Incentive to Employ Older Workers**

**April 2**

George H. Hees (Broadview) asked the Minister of Labour if he would recommend a form of corporation tax exemption as an incentive to employ workers over 65 years of age, as suggested by the Deputy Minister of Welfare of Ontario, "as a means of helping to solve the problem faced by the rapidly increasing number of our citizens who are over 65 years of age".

Mr. Gregg replied that while he welcomes any discussion that opens up more opportunity for older workers, he could not comment on a report that has not yet received the attention of the provincial government.

### **Unemployment Insurance**

**April 3**

Since unemployment insurance benefits are now available to fishermen, will the privileges be extended to farmers and farm help at an early date, H. R. Argue (Assiniboia) wanted to know.

Labour Minister Gregg said he cannot make any promise on the matter, except to state that the possibilities in this field related to some groups of farm wage earners are being studied by the Unemployment Insurance Commission.

### **Orenda Layoffs**

**April 4**

John B. Hamilton (York West) asked the Minister of Defence Production if there would be more employee layoffs than the 225 announced by Orenda Engines Limited.

Rt. Hon. C. D. Howe replied that he had seen the official announcement saying that owing to the longer life of the engines

between overhauls, work was being reduced owing to the reduction in the volume of maintenance work and as a result 225 members of the staff were laid off. "I know of no other reason for laying off men. I assume that the statement put out by the company is correct."

### **Immigration**

**April 5**

H. W. Herridge (Kootenay West) asked if James B. Hoffa, Vice-president of the Teamsters' union, had made application for entry to Canada, and if he did make application, would he be admitted.

Citizenship and Immigration Minister J. W. Pickersgill answered that he had not heard of any application being received from Hoffa by his department, "and I doubt if it would be within the rules for me to answer the honourable gentleman's hypothetical question".

### **Vocational School Assistance**

**April 10**

Replying to a question by Joseph Lafontaine (Megantic) relative to assistance given the province of Quebec by the federal Government for the assistance of vocational schools, Labour Minister Gregg stated that from April, 1945, to date the province had received \$10,375,513.80.

Mr. Gregg also noted that a capital allotment of approximately \$7,900,000 and a training allotment of approximately \$3,340,000 are available to Quebec over the next five years.

Annual allotments from the training total will be the following approximate amounts:

About \$716,000 in each of the first two years, \$875,000 in the third year, and \$1,033,000 in each of the fourth and fifth years.

Copies of the new agreement under which these allotments can be made were sent out to all the provinces by the Minister of Labour on March 21, 1957.

### **Civil Service Salary Increases**

**April 12**

The Minister of Finance, replying to a question by Mr. Knowles, doubted very much that he would be able to make any statement on civil service salary increases before the end of the session.

### **Prorogation**

**April 12**

The fifth session of the 22nd Parliament of Canada was closed by the Deputy Governor-General.

# 24<sup>th</sup> Meeting, Vocational Training Advisory Council

Need for standardization of technical courses, training methods and qualifications stressed. Delegates hear explanation of terms of new Vocational and Technical Training Agreement offered to the provinces

The need for standardization of courses, training methods, qualifications and certificates of qualification for technical personnel across Canada was stressed at the 24th regular meeting of the Vocational Training Advisory Council, held in Ottawa. Delegates heard of a new agreement for technical and vocational training being offered to the provinces.

The Council, on its part, urged that a dictionary of standard terms be produced that would indicate exactly what is meant by different titles applied to personnel in the technical field, and passed a resolution recommending that the Government of Canada employ an individual who would dedicate his entire time to setting up such a plan. The resolution states:

Whereas there is a marked shortage of technicians in industry, and

Whereas many professional engineers and scientists are currently engaged in work that could be satisfactorily handled by adequately trained technicians, and

Whereas in industry today there are many skilled workers who with proper training could be upgraded into the technician category, and

Whereas in the near future there will be a substantial increase in the number of youths who might be guided into the specialized field of technician training,

Be it resolved that this Council recommend that:

1. The Department of Labour (Ottawa) employ, in the Vocational Training Branch, a qualified full-time co-ordinating official whose duties would be, in the main, to carry out the following objectives:

(a) To furnish consultative services to provinces which are desirous of establishing or revising, technical training programs;

(b) To act as executive-secretary and co-ordinator to a special committee consisting of representatives from provincial departments, associations of professional engineers and scientists, Management and Labour, the function of which would be to consider the training and possible certification of technicians and to make recommendations to Council in relation thereto.

The meeting, under the chairmanship of Dr. G. Fred McNally, former chancellor of the University of Alberta, was attended by representatives of Labour, Industry, governments and educationists from all parts of Canada. They were welcomed by Arthur H. Brown, Deputy Minister of Labour.

## New Agreement

A. W. Crawford, Director, Vocational Training Branch, Department of Labour, outlined terms of the new "Vocational and Technical Training Agreement No. 2", copies of which have been signed by the Minister of Labour, and distributed to provincial ministers of education to sign.

Mr. Crawford referred briefly to differences between the new agreement and the Vocational Schools' Assistance Agreement, which it is intended to supersede. The new agreement provides for more emphasis on training to produce tradesmen and technicians, and an increase in funds to \$40 millions spread over a five-year period, compared with \$30 million in 10 years.

It was noted by Mr. Crawford that Council's recommendation that provincial per capita income be made a factor in apportioning federal grants had not been acted upon since it would have introduced a principle contrary to government policy in distributing health and other grants to the provinces.

In a resolution the Council expressed to the Minister and Deputy Minister of Labour its appreciation of the new agreement.

## Deputy Minister of Labour

The Deputy Minister expressed pleasure at once again meeting Council members and thanked them for recommendations, which he said were of considerable assistance to the Department of Labour.

Referring to developments in the past year, Mr. Brown noted that an encouraging growth of interest in vocational training had taken place, and evidence of this trend was seen in the new agreement in which the Government was disposed to provide further and more extensive support to the undertaking.

Mr. Brown also spoke of the survey on which labour department staffs were currently engaged with respect to industrial requirements for skilled manpower, sources of skilled workers and training facilities.

## Occupational Dictionary

The question of an occupational dictionary was raised by Norman S. Dowd, Executive Secretary of the Canadian Labour Congress, who felt that such a book would prove very valuable. He was reminded by Mrs. Rex Eaton, OBE, President of the National Council of Women of Canada, that such a dictionary had been discussed during the past 13 years.

## Manpower Training Survey

Details of the current Manpower Training Survey being conducted by the Department of Labour were given to Council by Dr. G. V. Haythorne, Assistant Deputy Minister of Labour, who noted that three initial steps had been taken. These were:

- (1) an analysis of changing manpower requirements of industry;
- (2) an analysis of the supply of manpower for training;
- (3) training facilities.

Dr. Haythorne expressed appreciation for the active interest in the survey displayed by personnel in industrial establishments visited, and by others contacted during field studies.

Reports in detail of the survey were distributed to Council members and comments on these were offered by J. P. Francis, Economics and Research Branch, Department of Labour. Mr. Francis also discussed in detail plans for the survey during the current year.

## A. W. Crawford

A report on the research on skilled manpower in Canadian industry was given to Council by A. W. Crawford.

In planning the research project, it was arranged that the Vocational Training Branch would co-operate with the provincial authorities in preparing a report on existing training facilities in Canada and plans for future development, he explained.

Several questionnaires were drafted and, after prolonged discussions by the survey committee and consultations with interested parties, a memorandum was prepared setting forth an outline of the proposed report on school facilities, courses, expenditures, etc.

This outline was supplied to officials in each province and, in September, all provinces were visited for the purpose of explaining the objective and proposed content of the report and arranging for its completion.

In brief, the proposed report was to consist of three sections. Section I would contain four financial tables showing: (a) gross provincial expenditures on all branches of

vocational and technical education during the five-year period 1950 to 1956; (b) gross municipal expenditures in the same field and for each of the same years; (c) annual federal grants to the province under the Vocational Training Co-ordination Act for the same period, and (d) a comparative statement showing the distribution of net expenditures among federal, provincial and municipal governments.

Section II of the report provided for statistical and other data showing the teaching staff, total enrolments in each school which offered vocational courses, and the percentage of the total enrolment represented by pupils in the industrial and technical courses of each school.

The third section dealt with enrolments in each of the various types of technical and industrial courses at different levels.

The provinces were asked to provide explanatory statements indicating the scope, function, entrance qualifications and plans for expansion with respect to each type of training provided. They were also requested to submit explanatory statements if requested information was not available.

Reports have been received from all provinces but none provides complete information as outlined in the memorandum.

Summarizing the findings, Mr. Crawford reported that the figures submitted, excluding Alberta, indicate that total expenditures on all branches of vocational and technical training below university level increased from approximately \$29,409,000 in 1950-51 to \$41,323,000 in 1955-56 and that there has been substantial growth in all provinces except Prince Edward Island, Manitoba, and Saskatchewan.

The percentage of total expenditures represented by federal funds varies considerably in each province.

Figures for 1955-56 indicate that the total enrolment in full-time courses of vocational trades and technical schools and institutes was approximately 97,000 and that about 37,000 (or 38 per cent) of the vocational students were enrolled in industrial and technical courses as distinct from commercial, agricultural and homemaking courses. Of this 37,000 approximately 6,000 were enrolled in advanced technical courses, 7,000 in specialized short-term courses in trades institutes, and 24,000 in industrial courses of secondary schools. More than 47,000 were reported as enrolled in vocational evening classes, 5,500 in provincial vocational correspondence courses, about 10,000 in special classes for indentured apprentices, and more than 30,500 in private trade schools.

Mr. Crawford mentioned some of the deficiencies found in reports received from the provinces.

The memorandum outlining the proposed report suggested that schools should be grouped under the following headings: institutes of technology; trade and industrial institutes; secondary schools; special

schools or training centres (including individual projects); and provincially operated correspondence branches. The reports indicate differences of opinion regarding the proper designation or grouping of institutes and schools offering courses at different levels, he said.

Differences in terminology and differences of opinion regarding what constitutes a vocational course of study have resulted in different methods of grouping courses and, in some cases, what appears to be duplication of enrolment figures. In many instances the information provided regarding entrance requirements, nature of instruction provided and duration of a course was insufficient to determine how it could be grouped or compared with similar courses in other provinces.

These omissions, discrepancies and differences made it impossible to complete the type of report we had in mind, Mr. Crawford said.

"It is evident that there are a number of problems and difficulties which have to be overcome before an accurate comprehensive report of this nature can be prepared or before we can interpret available information and statistical data in a manner which will be understood and accepted by educators and other interested persons in all parts of Canada," he said.

No one agency or department of government is now in a position to prepare a complete and acceptable report from available data, principally due to lack of information regarding the work done by all agencies and departments of government in each province, including Departments of Education, Labour, Agriculture, Welfare, Health, etc. It also appears that information regarding the courses and enrolments of private schools is insufficient for the preparation of a comprehensive report in this field.

"Our first effort may not have produced a complete and satisfactory report covering all phases of industrial and technical training in each province but all who participated have learned much about the difficulties involved and considerable progress has been made," Mr. Crawford said.

While he was not prepared at the moment to recommend any action or procedure that would eliminate or simplify the difficulties and problems of preparing a nation-wide report of this nature, he suggested that consideration might be given to action along one or more of the following lines:

1. Assign the task of studying and reporting on provincial and private systems of industrial and technical training in Canada to one or more individuals and use this report as a basis for evolving nation-wide terminology, definitions and statistical reports.

2. Request a representative committee to study the matter and to make recommendations regarding the adoption of terminology and definitions acceptable to all provinces which might be used as the basis for compiling a comprehensive nation-wide report.

3. Refer the problem to the Dominion Bureau of Statistics for consultation with appropriate provincial and federal authorities in an effort to evolve acceptable procedures and terminology for nation-wide statistics and reports.

#### S. R. Ross

A report on trade training was given to Council by S. R. Ross, Supervisor of Trade Training, Department of Labour.

"There are varying opinions as to what constitutes a given trade and how best to master the miscellaneous elements therein," he said. "The lack of standards, possibly the lack of goals that are recognized, are problems in this field. In making an attempt to meet these in part, we have engaged committees of experts to compile analyses in different trades. To date the trades of plasterer, machinist, carpenter, bricklayer, sheet metal worker, plumber and motor vehicle repairer have been undertaken. Of these, the first four have been completed and published."

Because the motor vehicle repairer trade is universal, and practised without local peculiarities, it lends itself to uniform regulation and standardization, Mr. Ross pointed out. A proposal that one year one province set the completion examination in this trade for use in all provinces, with other provinces setting the examination in turn the following years, has been agreed to by provincial Directors of Apprenticeship, he announced. The basis of the examination will be the forthcoming analysis.

While apprenticeship plans serve a large group of individuals, there is lack of training facilities for most out-of-school persons, who are generally left on their own resources, to private trade schools or evening school programs, "many of which have little trade significance".

"This is broadly true also in the case of the extensive industrial field, where there is nothing comparable to the training setup in the building field," he added.

The teacher education program conducted in Toronto for instructors in trade subjects has been received very well and has been organized again for the third year. Candidates will be considered from all provinces and all federal government agencies, Mr. Ross announced.

"Now that consideration is being given to the establishing of new institutes across

Canada, much thought should be given to advance selection of principals and staff, to the facilities for their training that are available", he advised.

### Members Present

Council members present at the two-day meeting were:

Dr. G. Fred McNally, Norman S. Dowd, J. A. Doyle, Mrs. Rex Eaton, OBE, J. A. Ferguson, E. K. Ford, Dr. G. A. Frecker, W. F. McMullen, J. W. McNutt, T. H. Robinson, Dr. L. W. Shaw and W. Elliott Wilson.

Alternates were: S. D. C. Chutter, Alderic Gosselin, David Kirk, Andre Landry, A. M.

Moon, L. S. Smith, Dr. W. H. Swift, Dr. Robert Westwater, J. S. White.

Others attending were: A. H. Brown, Dr. G. V. Haythorne, W. L. Allison, W. R. Channon, Phil Cohen, J. P. Francis, H. C. Hudson, J. V. Klein, R. Noel Meilleur, A. W. Crawford, C. R. Ford, S. R. Ross, all of the Department of Labour; Jean Delorme, S. E. Espley, J. L. Fry, Blake H. Goodings, Dr. H. W. Jamieson, N. LeSseeur, G. Mellor, J. A. McLaughlin, Dr. Garnet T. Page, Dr. E. F. Sheffield, F. T. Walton, A. G. Wilson.

The Council's next meeting will be in September.

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## Labour Arbitration Procedures

A summary, written for the *Labour Gazette* by the author, of a study\* by C. H. Curtis of the Department of Industrial Relations, Queen's University, under the Labour Department-University Research Program

### I—Introduction

Collective bargaining can be regarded as a continuous activity in which employees, acting through a union, work out with their employer the problems of wages, hours and working conditions that concern them both. This bargaining is done in two distinct stages. In the first place the parties negotiate and sign a collective agreement, a document which sets out the terms of an understanding which is to govern their relations for a specified period of time, usually a year. This agreement describes the authority and the powers which each party recognizes in the other in the field in which they operate. It states the powers and the prerogatives of management to manage the enterprise and direct the working force. It states, too, the powers, the status, and the place of the union as the agency that will deal with management on behalf of employees. Then it gives the details of the wages to be paid, the hours to be worked, the vacations to be granted and the holidays to be allowed. It sets

out, too, the rules which are to govern such important administrative processes as the assignment of individuals to jobs, promotions, demotions, transfers, layoffs, re-hiring and discharge.

The second phase of collective bargaining begins when the parties go about their daily activities after the agreement is signed. Then, from day to day, they meet problems which each faces in the light of its own understanding of the agreement. Thus the differences between an employer and his employees are not settled once and for all by the signing of a collective agreement. That agreement is really only a broad outline of a *modus vivendi*. It is a treaty of peace under which they will carry on their day-to-day relations. Out of those relations questions will continuously arise because of the different interpretations that the parties will put on the agreement and because of the underlying differences in their approaches to the many problems of managing and being managed.

It will be noticed that collective bargaining involves the parties in two kinds of disputes. There are disputes over the terms and conditions of employment that will be included in the collective agreement. These are sometimes termed contract-negotiation disputes. Then there are differences that develop over the interpretation, application and administration of the

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\**Labour Arbitration Procedures*, by C. H. Curtis, Associate Professor of Industrial Relations, Queen's University, Kingston, Ont., published in April 1957. This special study was carried out with the assistance of a grant under the Labour Department-University Research Program. Copies of the publication, which contains 90 pages, may be obtained from the Department of Industrial Relations, Queen's University. Paper cover, \$3.00; hard cover, \$4.00.

agreement. These may be called contract-observance disputes.

Contract-negotiation disputes develop out of the conflicting interests of the two parties. The union may decide that its success depends on its ability to secure a substantial wage increase in a certain plant. The company concerned may be sure that its enterprise can continue to prosper only if the level of its wages remains as it is. The stage is then set for a dispute which is often very difficult to resolve. The difficulty arises from the fundamental nature of the quarrel. The union has no clear right to higher wages. The company has no clear right to maintain wages at their existing level. There is often no way of establishing with certainty that higher wages will work to the union's ultimate advantage and to the employer's ultimate downfall and no way of proving that the opposite results may not follow. A possible basis on which a settlement may be negotiated is an understanding between the parties that they should agree to do what is fair and reasonable under the circumstances. Even if they accept this principle they frequently find that they differ in their opinions of what is fair and reasonable. Furthermore, circumstances change and their opinions change so that there is no finality to any agreement they may make.

The effects of contract-negotiation disputes may extend far beyond the people who are actually engaged in them and beyond the immediate communities in which they occur. These disputes may become acute and develop into strikes which interrupt production and dislocate the economy as a whole. Consequently they raise difficult questions of governmental policy.

In general, it is public policy in Canada to maintain a definite measure of governmental control over contract-negotiation disputes whether or not they are dangerous to the community as a whole. In Ontario, for example, The Labour Relations Act, R.S.O. 1950, c. 194 and 3 Eliz. II, c. 42, makes the conciliation services of the Department of Labour available to parties who are involved in these disputes. Furthermore, the statute forbids the union to strike and the employer to lock out his employees until seven days have elapsed after the conclusion of conciliation proceedings.

It should be noted that conciliation is carried out under governmental auspices by conciliators employed by the Department of Labour and by Boards of Conciliation appointed by the Minister of Labour and governed by the provisions of the statute.

The other sort of issue that develops between unions and employers has been described above as the contract-observance dispute. It arises out of differences of opinion regarding the rights which are set out in the collective agreement between the parties. Sometimes it revolves around the question of the existence of a right claimed by one of the parties. Has the employer the right to have maintenance work done by outside contractors? Has an employee the right to refuse to work overtime? Sometimes the dispute concerns the exercise of rights whose existence is admitted by both parties. Did the employer properly exercise his right to discharge an employee when he fired John Brown?

Presumably the answer to questions concerning the rights of the parties under the collective agreement are to be found in the document itself. In the vast majority of cases the parties do find the answers themselves. But sometimes they cannot agree. Perhaps the agreement does not describe the right in question adequately. Perhaps each party can find strong support for its claims in its own particular reading of the contract or in its own view of the circumstances of the case. The situation is often complicated by the fact that the "rights" defined in a collective agreement are not clear-cut, precise things that the term implies. Their nature itself complicates the issue. How are such disputes to be settled?

The method of settling disputes of this latter variety was often the same as that used in other situations where the parties faced impasses. The union went out on strike, or threatened to, or the employer locked out his employees, or threatened to. The victory went to the side that was able to exert the more effective pressure. The interruption of production with its possible dislocation of the community's activities was no less serious than other such occurrences merely because it arose from a different sort of dispute between the parties. Consequently, as a matter of public policy, we have undertaken in this country to control such disputes. In Ontario The Labour Relations Act specifically forbids strikes and lockouts during contract-observance disputes and requires the parties to make provision in their collective agreement for the final and binding settlement of such differences by arbitration.

It is important for our purposes here to distinguish contract-negotiation from contract-observance disputes and to distinguish conciliation from arbitration. It is significant that contract-negotiation disputes are ordinarily resolved by direct negotiation and, failing that, by conciliation. Both

negotiation and conciliation are procedures in which the parties themselves work out a settlement through argument, persuasion, pressure and compromise. This method is regarded as the appropriate one when the disputes involve conflicts of interests, for there are no generally accepted criteria by which disputes of this sort can be resolved. Consequently, the best solution of the matter is not the imposition of an arbitrarily determined wage schedule, but the establishment of a wage, through negotiations, or conciliation, that is acceptable to both parties.

On the other hand, the positions of the parties involved in a contract-observance dispute can presumably be judged in the light of the terms of the collective agreement. Therefore it is appropriate that some sort of judicial procedure should be followed in dealing with such matters. It is for that reason that arbitration rather than conciliation is generally accepted as the appropriate method. Thus in Ontario, as in Canada generally, we have a form of compulsory conciliation for contract-negotiation disputes and a form of compulsory arbitration for contract-observance disputes.

The issue of compulsory arbitration which often springs up during a conspicuous union-management dispute has no reference to the use of arbitration just described. It

proposes rather that the parties to a contract-negotiation dispute be required to submit their differences to an arbitrator whose decision will be final and binding on them. In Ontario The Fire Departments Act, R.S.O. 1950, c. 138 and The Police Act, R.S.O. 1950, c. 279, both provide for the compulsory arbitration of contract-negotiation disputes. But, in other situations, arbitration is not used under these circumstances, unless the parties to the dispute voluntarily agree to arbitrate. In fact, both unions and employers are opposed to such compulsory arbitration, for its adoption would change the basic principle on which they have so far regulated their relations with each other. It would substitute for a system of self-regulation a system of imposed regulation.

This study is concerned with the arbitration of disputes that arise under collective agreements and not at all with the compulsory form prescribed by the statutes just mentioned, or with voluntary arbitration of contract negotiation disputes. It is interested in arbitration as a quasi-judicial procedure which the parties to a collective agreement outline themselves to deal with their own differences. It is particularly interested in finding out how the parties actually carry out arbitration, what procedures they follow, and what their common practices are.

## II—The Nature of Arbitration

Arbitration, generally speaking, is a method by which the parties to an agreement undertake to submit certain issues that may arise between them to one or more independent persons and agree to be bound by the decision of the independent person or persons. The parties set up what is, in effect, a private court to settle their private differences. They determine how the court shall be constituted, what matters it may consider and what powers it may exercise.

The courts have often made it clear that people have a right to settle their private differences by arbitration, if they so desire. The courts have made it clear, too, that they regard an arbitrator's award that is properly made as the final word on the matter in dispute and binding on the parties. They will order the specific performance of an arbitrator's award.

But the courts have insisted, too, that although they will not entertain an appeal from an arbitrator's award, they do possess authority to review an award and to set it aside if the award itself, or if the arbitrator's conduct of the proceedings, is not in order.

The courts will set an award aside if the arbitrator has decided some questions that the parties did not really agree to submit to him, that is, if he has exceeded his jurisdiction. They will set an award aside if the arbitrator has not given each party full opportunity to present its case, if he has heard evidence from one in the absence of the other, or if there is evidence of corruption or fraud.

In most jurisdictions there are now statutes which govern arbitrations. In Ontario, The Arbitration Act, R.S.O. 1950, c. 20, governs arbitrations generally. Such statutes usually extend the powers which the courts exercised over arbitrations.

There are in many jurisdictions other statutes which prescribe arbitration as the appropriate method of settling certain specified disputes under certain specified circumstances. The Labour Relations Act, R.S.O. 1950, c. 194, is such a statute. But The Labour Relations Act provides that The Arbitration Act shall not apply to arbitrations under collective agreements. Consequently, the arbitrations under consideration in this study are governed by the common law and by The Labour Relations Act.

### III—The Provision for Arbitration in Collective Agreements

The parties to collective agreements in Ontario are required by the terms of The Labour Relations Act to make provision for the arbitration of disputes arising between them relating to the interpretation, application or administration of the agreement or to the allegation that the agreement has been violated. The Act provides, further, that the decision of an arbitrator dealing with such a dispute shall be binding on all concerned.

If the parties to a collective agreement describe, in that agreement, procedure for arbitrating their differences, that procedure governs their arbitrations; but if they fail to do so, the procedure set out in the Act is deemed to be part of the collective agreement. If either party to a collective agreement that makes provision for arbitration decides that such provision is not suitable, that party may apply to the Labour Relations Board to have the arbitration clause modified so that it will conform with the statutory requirement. And if, under the arbitration procedure set out in an agreement, it proves impossible for a party wishing to proceed to arbitration to secure the appointment of an arbitrator, the Minister of Labour is empowered by the Act to make the necessary appointments at the request of the interested party. It appears, then, that it is the intent of the Act to make it possible for either party to a collective agreement to set up an arbitration tribunal to deal with any matter which that party may wish to have arbitrated. The Act makes it virtually impossible for the other party to block such a move. Consequently, it is possible that an arbitrator may be appointed to deal with matters over which he has no jurisdiction, and an arbitrator may find that the question of his jurisdiction is the first issue he has to decide.

An examination of 130 collective agreements, selected to include contracts from all branches of the manufacturing industry in Ontario, shows that the parties to such agreements ordinarily formulate their own provisions for arbitration. Only one agreement in the sample contains no arbitration clause and only seven provide that the clause prescribed in the Act shall govern their arbitrations.

The parties to collective agreements who formulate their own arbitration clauses appear, from the provisions they have drawn up, to be concerned about the jurisdiction of the arbitrator and about the powers he may exercise. The study reviews

certain arbitration awards where these questions have arisen in an attempt to show what the jurisdiction and the powers of an arbitrator may be under some collective agreements. The study deals in some detail with the particular question of the arbitrator's power to award damages. Can an arbitrator who finds that an employee has been laid off contrary to the terms of a collective agreement proceed, in the absence of a specific provision empowering him to do so, to award the employee a sum of money to compensate him for a loss of wages?

Over half of the agreements examined provide for a tripartite board of arbitration, one member appointed by the employer, one by the union and the third by the other two or, if necessary, by the Minister of Labour. About 30 of the agreements in the sample provide that a two-man board shall hear a dispute first and that a chairman shall be appointed if these two do not reach a decision. About 20 agreements provide for a single arbitrator. With very few exceptions these are *ad hoc* arbitration boards and *ad hoc* single arbitrators.

Very few of the agreements providing for a single arbitrator say anything about his qualifications; but most of those providing for boards set out certain qualifications for the chairman. However, these latter agreements say nothing about the qualifications of the appointees on the board, except for a few that state that the appointees selected shall be persons who have had nothing to do with the dispute before its submission to arbitration.

Only five of the agreements in the sample provide for the submission to the arbitrator of a stipulation before the hearing. Two others require the parties to meet before the hearing and draw up a joint stipulation or statements and counter-statements.

The collective agreements in the sample have very little to say about the procedures that are to be followed after the arbitration tribunal has been fully constituted. However, this omission probably does not distinguish these agreements from other agreements to arbitrate. In most cases, whatever rules of procedure there are exist apart from the agreement itself. Such rules consist either of a "common law" governing procedures or of a formally drafted body of regulations. In the field of union-management relations procedural practices are still developing. It is the particular interest of this study to find out what they are.

## IV—The Procedures Leading to the Appointment of the Arbitrator

It is difficult to find the very first step in the procedure which eventually carries a dispute to arbitration. Probably the parties recognize early in the grievance procedure those disputes which are likely to prove difficult. No doubt they often begin then to make their preparation for arbitration.

Unions are frequently criticized for carrying claims to arbitration that are so completely devoid of merit as to be frivolous. However, unions are not always able to avoid pressing a grievance right through to the final authority on such matters, the arbitrator. Opinion among the rank and file of union membership commonly demands the stout defence of a grieving member, even though his case may appear to an outsider to be very weak indeed.

Both parties use arbitration to serve their particular and immediate purposes. Management may allow a point which it is reluctant to concede to the union to go to arbitration, preferring to lose the case and take an adverse ruling from the arbitrator to yielding the point on its own initiative. The union may do the same thing. Both parties will use arbitration in an attempt to modify or amplify the agreement by securing a ruling from an arbitrator. And both parties will, on occasion, arbitrate issues that are to be discussed at forthcoming negotiations, each in the hope that the arbitrator's decision will strengthen its position on the matter.

Unions commonly appoint persons favourably disposed to their views to act as

members of arbitration boards and companies do the same. Each is disposed to be critical of the other for appointing a partisan, but perhaps this criticism is more sharply made by outsiders than by the parties themselves.

No doubt the ideal arbitration board would be composed of three impartial persons. On the other hand, the parties to an arbitration have the right to set up the sort of arbitration board they want. That is what parties to union-management disputes are doing. There is good reason to believe that the boards they do appoint are as impartial as they can reasonably be expected to be.

The arbitrator's appointment is ordinarily a very informal matter. He rarely gets a formal notice from the parties of his appointment and he is not required to take an oath of office. Arrangements for the hearing are usually made informally, often by one of the parties, and without formal notice by the arbitrator to the parties of the time and place of the hearing. Very few agreements provide for the submission to the arbitrator, prior to the hearing, of a statement of the issue to be placed before him.

Ordinarily the appointment of an arbitrator, or the establishment of a board, and the making of arrangements for a hearing take a good deal of time and contribute substantially to the delay the parties encounter in getting disputes settled by arbitration.

## V—The Arbitration Hearing

The arbitrator or the chairman of an arbitration board is in charge of the arbitration hearing and he conducts it as formally or informally as he sees fit. However, he will ordinarily discuss the procedure he proposes to follow with the parties and proceed as the situation dictates.

At the outset the arbitrator usually satisfies himself that his appointment is in order, that he has a clear statement of the question before him and that the grievance has been through the prescribed steps bringing it to arbitration. He will then proceed to hear the case.

It may be that one of the parties to the arbitration is convinced that the arbitrator cannot deal with the question submitted by the other party. If such is the case, that party should not depend on the arbitrator to discover that he has no jurisdiction over the question or no authority to rule

on it, but should protest at the very first opportunity, and make its position very clear. It is much more effective for a party to protest while the hearing is in progress than there are irregularities than to do so afterwards, particularly after receiving an unfavourable award.

The arbitration hearing is held primarily to enable the parties to state their cases, each in the presence of the other, before the arbitrator and to argue the merits of their positions. The arbitrator usually asks the parties initiating the arbitration to open the case. That party's representative will usually outline his position broadly and then call his witnesses. After he has examined each witness, the other party's representative has an opportunity to cross-examine the witness. The first party may then re-examine him.

After the first party has completed the presentation of its witnesses, the other party will proceed to call its witnesses for examination, cross-examination and re-examination.

Finally, the first party presents its arguments and sums up its position, the second follows with its argument and the first party has an opportunity at the last to reply.

Not all arbitration hearings proceed in the formal manner just described. Witnesses are sometimes examined very informally and evidence and argument sometimes presented concurrently. In particular, when the meaning of a clause in a agreement is in dispute, the hearing may consist of a very informal discussion of the matter in issue between the parties.

It is the arbitrator's duty during the course of a hearing to give each party full opportunity to present its evidence and its argument. He may refuse to hear evidence which he finds to be bad, or which is irrelevant. But he must not refuse to hear good evidence. In practice, arbitrators usually accept all the evidence

that is offered, but they usually make it clear either at the time the evidence is offered or in their reports, what, if any, of the evidence is bad and so, useless.

An arbitrator is not a commissioner appointed to conduct an investigation. He has no authority to call witnesses, or compel them to give evidence under oath. He has no authority to enter the premises of the employer to examine plant or equipment or observe work being done. He has no authority to demand the production of documents bearing on the matter in dispute. An arbitrator is appointed to hear the evidence and the argument that the parties to a dispute see fit to present and to decide the question on the basis of that evidence.

When the arbitrator is satisfied that he has heard all the evidence and argument he closes the hearing, usually informing the parties that he is reserving judgment on the question before him and submitting his report to them as soon as possible. Sometimes the parties ask to submit post-hearing briefs to the arbitrator, to set out their arguments in a more orderly form than they were able to do at the hearing.

## VI—The Arbitrator's Award

At the conclusion of the hearing the arbitrator usually reserves judgment and takes time to study the evidence and prepare his finding. In due course he makes his award in writing and, as a rule, delivers it to the parties with a complete record of the proceedings and his reasons for decision.

It is usual practice for the arbitrator to record in his report the names of the parties, the names and positions of their representatives and a summary of the evidence and arguments presented by each party at the hearing. Sometimes an arbitrator will explain how the parties dealt with the matter before it got to arbitration, how they were led to submit it to arbitration and how they chose the arbitrator. Sometimes he will report too, how he determined the date and place for the hearing, what notices he sent to the parties and how he conducted the hearing.

There is a tendency to regard the business of decision-making as a pretty exact science with rules and principles that should lead the arbitrator to the finding that is exactly and precisely the correct one. In the province of Ontario, where we try to make a sharp distinction between arbitration and conciliation, we are disposed to regard the arbitrator's decision embodied in his award as sound and judicial, quite

different from a conciliation board's decision contained in its recommendations, which is often said to be reached by guess or by estimate. We speak of the criteria on which the arbitrator bases his decision and we speak of the conciliator's lack of such criteria.

It is, of course, true that there are rules and principles that will help anyone examining evidence in a quasi-judicial proceeding to use that **evidence to make a finding**. There are rules that will help such a person to distinguish good evidence from bad, to determine the credibility of witnesses and the weight and the importance to be attached to each particular piece of evidence. There are rules of interpretation which should assist an arbitrator in construing a clause in a collective agreement. But the application of rules to particular problems and the recognition of the principles that should be applied to a particular problem is not a purely mechanical process, but rather one which calls for the application of the arbitrator's judgment. Thus, even where rules and principles do apply, a decision cannot be reached without the use of the subjective factor, judgment.

The extent to which an arbitrator may rely on the "rules" in making his decision will depend upon the nature of the issue

before him. Some questions regarding the meaning of clauses in a collective agreement can be answered largely in the light of the rules that can be followed in the interpretation of language. The allegation that an employee was wrongfully discharged in that his dismissal was in violation of a specific provision of the collective agreement might be decided largely by the use of "rules". The allegation that an employee was unjustly, or inequitably, or unreasonably discharged would probably confront the arbitrator, in the final analysis, with questions he could not answer by the use of any rule. Although some misdemeanors are generally regarded as serious enough to justify discharge under any circumstances, others are not so regarded. There are usually mitigating circumstances, too. It becomes a question not of determining whether the employee's fault, taken in its entire setting, is black or white, but rather whether or not it is a dark enough grey to justify the man's dismissal. Such a decision derives more from judgment and opinion than from the application of any objective rules.

No doubt some of the details of this analysis of the process of decision-making are open to question, but perhaps the discussion does serve to illustrate the point that the judgment and the personal opinions of an arbitrator do in fact play an important part in the formulation of his award. Even where rules and principles may guide him, the arbitrator must exercise his judgment in their use and application. And in the very numerous instances where an arbitrator is asked to decide what is fair and what is reasonable, judgment and opinion become of first importance.

An arbitrator's award is usually described as binding on the parties concerned or described as final and binding. An award is binding even though the arbitrator may give a wrong answer to a question of fact specifically placed before him or a wrong answer to a question of law specifically placed before him. This curious characteristic of an arbitrator's award follows from the nature of the questions which the

parties place before him. The parties do not ask the arbitrator: "What is the *correct* interpretation of Article 10 of this agreement." They ask rather: "What, *in your opinion*, is the correct interpretation of Article 10 of this agreement?" If the arbitrator is able to formulate an opinion, he can be sure it will be the answer to the question. All this is included in the proposition that an arbitrator is the final judge, both of the law and of the facts, and in the proposition that his award is good unless he is guilty of misconduct.

What protection, then, have unions and employers against ill-conceived judgments of arbitrators? In the particular case they have none. But in course of time arbitrators whose awards consistently fail to conform to what the parties themselves agree to be sound principles will be eliminated, for the parties will refuse to accept such persons as arbitrators.

The enforcement of arbitrators' awards in this field has not been a serious problem. All but a very few have been observed and implemented without question. Employers against whom awards have been made have rarely failed to give them effect. Unions that have lost out have rarely indulged in demonstrations or slow-downs or strikes in protest.

There have been a few cases where unions have applied to the Labour Relations Board for leave to prosecute employers whom, they alleged, had failed to implement an arbitrator's award. There is one case where an employer attempted to have the court set an award aside on the ground that the arbitrator had exceeded his jurisdiction.

It can hardly be said that the few cases that have appeared are sufficient either to establish the position of the Labour Relations Board or to indicate the position of the courts with respect to the review of arbitrators' awards. It can be said, however, that there is some possibility of relief for the party that suffers from the other party's failure to implement an award and some possibility of securing relief from the imposition of a bad award.

## VII—Conclusion

The use of arbitration in the field of union-management relations is an example of the adaptation of old and well-established procedures to the solution of new problems in new situations. Clearly it is fortunate that there are tools at hand to do these new tasks. The difficulty of dealing with them would be considerably increased if such were not the case. However, there are dangers in the use of old institutions in

new situations. People may have an interest in the institution *per se*. They may regard its preservation in its traditional form more important than the appropriate solution of the problems to which it is applied.

Fortunately, the people who actually participate in the arbitration of union-management disputes as arbitrators, appointees on arbitration boards and representatives of unions and representatives of management

bring a variety of background and experience with them which tends to keep procedures from being determined either entirely by considerations of what is traditional or entirely by considerations of what is practical and expedient. Judges acting as arbitrators no doubt tend to preserve the main substance of the institution of arbitration and to preserve in particular its formal and its curial aspects. Management, in general, is disposed to support a formal and curial form of procedure, to place its case in the hands of counsel and to conduct itself much as it would if it were appearing before a court of law. On the other hand, unions insist, as a rule, that the issues between themselves and managements cannot be decided properly in a coldly curial fashion because of the human relations elements involved in them.

Thus the procedures which are being followed in arbitrations are the product of these various views of how things should be done, modified by the particular circumstances in which those concerned find themselves.

The parties who participate in arbitrations do not do so to develop an institution that will serve the public interest in settling disputes between employers and employees. A union that initiates an arbitration does so for the sole purpose of winning its point. The employer who is involved strives to do the same. The parties probably give little thought to the broad social consequences of their use or abuse of arbitration procedures. The statute governing these matters and expressing the view of the public regarding them is remarkably silent on the question of procedures, giving the parties very little idea of what the community regards as sound practice.

It appears, then, that the development of sound arbitration practices and procedures is left largely in the hands of those resorting to arbitration, left to two groups who seem to be motivated largely by narrow self-interest. However, the situation is not so serious from the point of view of sound public policy as might appear at first sight. The parties who participate in arbitrations exert upon one another a series of checks and balances which tend to keep them all on a straight course.

In this process of development criticism has played a very important part. Some of this criticism is sweeping. There is, for example, the proposition that arbitration must be thoroughly unsound, for unions lose most of the cases they submit. This criticism is often countered by pointing out that a union introduces its cases as grievances and carries them through a

definite grievance procedure before it submits them to arbitration. The union wins some of them in that earlier process. Thus the statement that it loses more arbitrations than it wins ignores the cases it wins as grievances. However, this explanation still leaves the critics free to contend that arbitrators seem disposed to look on disallowed grievances as management looks upon them and dismiss them. The implication in the criticism has been a matter of concern not only to unions but to managements and arbitrators as well.

Some critics point to the cost of arbitration as its most serious defect. Some unions insist that arbitrators' fees and expenses are so high that local unions cannot always afford to arbitrate cases which should be arbitrated if justice is to be done. They suggest that the government meet the cost of arbitration as it meets the cost of conciliation. Employers sometimes protest that unions force them into arbitration and force them to pay half the cost of the proceedings—proceedings which, in their view, are often frivolous. They suggest that the problem of cost could be solved easily by requiring the loser to pay the whole of it. Such a practice, it is argued, would very effectively reduce the number of frivolous arbitrations.

Some have pointed to the length of time it takes to secure the decision of an arbitrator on a question as the most serious weakness of arbitration as we have it. Others express concern because there is no tribunal to which one can appeal from an award when the decision seems to be unsound or out of line with other decisions.

This account of the procedures followed in the arbitration of labour disputes in Ontario is essentially a descriptive study. It is an attempt to describe a rather unique institution. Unlike the labour relations legislation enacted by the Federal Government in the United States, the Taft-Hartley Act, the Ontario Labour Relations Act provides a form of compulsory arbitration for certain disputes arising between the parties to a collective bargaining agreement. These agreements are, therefore, in a sense self-enforcing. The parties to them have limited access to the courts. They must, if they wish to resolve their differences, constitute and administer their own tribunals and submit themselves to them.

This study shows that the parties who are using arbitration to settle disputes that occur during the term of collective agreements are working out procedures and establishing practices that are making this experiment, on the whole, successful. No

*(Continued on page 593)*

# New Ontario Labour Federation Formed at Merger Convention

Union of Ontario Provincial Federation of Labour (TLC) and Ontario Federation of Labour (CCL) results in provincial organization that encompasses close to half the membership of Canadian Labour Congress

A provincial labour organization that encompasses close to half the membership of the Canadian Labour Congress was founded in Toronto at the end of March when the former TLC and CCL federations in Ontario merged at a three-day constitutional convention.

The new federation, the Ontario Federation of Labour (CLC), represents almost half a million Ontario trade unionists. It was formed through union of the Ontario Provincial Federation of Labour (TLC) and the Ontario Federation of Labour (CCL).

Mergers of provincial organizations have now been completed in eight provinces. A merger convention in New Brunswick planned for late August will be the final amalgamation at the provincial level; in Prince Edward Island there are no provincial organizations.

The 1st constitutional convention of the Ontario Federation of Labour declared "its full support" of the CCF Party, particularly in the forthcoming federal general election, and provided for the establishment of a political action committee.

The subject that prompted the greatest number of resolutions was the Ontario Labour Relations Act. Resolutions were passed dealing with bargaining rights when a company is sold or changes its name, the section of the Act respecting municipal employees, the conduct of representation votes, the selection of chairmen of conciliation boards, time limits for the conciliation process, and the check-off of union dues. A resolution calling for uniformity in labour relations acts across Canada was referred to the Canadian Labour Congress.

Cleve Kidd, Secretary-Treasurer of the CCL federation in Ontario for 12 years, was elected President of the new federation by acclamation.

Delegates to the convention numbered 719, of whom 432 represented former CCL unions and 287 former TLC affiliates. Largest delegation came from the United Steelworkers of America, who sent 145 delegates; next largest was from the United Automobile Workers, who sent 99.

CLC officials who attended the convention were Honorary President A. R. Mosher,

President Claude Jodoin, Executive Vice-president Gordon Cushing and Secretary-Treasurer Donald MacDonald.

At the opening ceremonies on March 27, Mayor Nathan Phillips of Toronto paid tribute to organized labour for "the contribution it is making to the progress of this country"; Hon. Charles Daley, Ontario Minister of Labour, called attention to the appointment of a select committee of the provincial Legislature to examine and investigate the whole question of labour relations (see box, p. 000); and the Rev. C. E. McGuire, Director of the Catholic Labour School, urged labour leaders to base their actions on the laws of morality and religion.

CLC Vice-President William Jenoves, who presided at the opening ceremonies, then turned the gavel over to A. F. MacArthur and Sam Hughes, retiring Presidents of the OPFL and OFL.

## Political Action

The convention almost unanimously declared "its full support of the CCF and, particularly, its candidates—in the forthcoming federal election" and, in the same resolution, urged all affiliated unions, labour councils and "members that are free to do so" to give all possible support to CCF candidates in this year's election.

A second resolution to implement the OFL's political action and political education program.

The two resolutions were substituted by the resolutions committee for 16 that had been submitted by affiliates.

The placing of the first substitute before the delegates was greeted by cheers and table thumping; its adoption by a noisy demonstration.

The delegates spoke during the discussion on the resolution. Only one of them expressed opposition.

"We cannot delegate our whole political responsibility to a party without having control over party policy," warned Harry Lees of the Plumbers union.

Among those who spoke in favour of the resolution was Harry Waisglass of the United Steelworkers, who said that "whatever prosperity we have has been in spite

of, not because of, the federal Government; the Government is deliberately putting the squeeze on labour and on the consumer.

A delegate from the Textile Workers Union of America spoke of the lack of government action to deal with the recession in the textile industry and a Steelworkers delegate charged that present governments were putting profit before human welfare.

A delegate who expressed support for the resolution said, however, that he didn't believe the CCF was really the party Labour wanted. "Labour wants a Labour Party; the CCF is controlled by professional workers and lawyers."

The second substitute resolution, as presented by the resolutions committee, called for the establishment of a political education committee. When delegates expressed opposition to the use of the word "education" in the committee's title—they preferred the word "action"—the resolution was redrafted to meet their objections.

In the discussion of the resolution, Murray Cotterill of the United Steelworkers warned that endorsement of a political party did not "tie the Federation to the coattails of that party. Any support must be conditional and temporary; support must be earned. The important thing to remember is that when we support a political program it must be Labour's program."

### Ontario Labour Relations Act

Of the 158 resolutions that faced the convention, 29 dealt with the Ontario Labour Relations Act. The resolutions committee reduced this number, by amalgamation, to 12.

The resolution that resulted in the longest discussion concerned the conciliation process under the Act. The two-part substitute resolution demanded amendment of the Act to provide that the trade union involved must consent to conciliation before proceedings get under way and that, where conciliation is agreed to, the process must be completed within 60 days, after which either party would be free to take action. Extension of the 60-day time limit would have to be by mutual consent of the parties.

After a UAW delegate had said that his union was opposed to the resolution because it was opposed to conciliation, Eamon Park of the United Steelworkers remarked that, although many unions would like to see the conciliation process dispensed with, "it's the law and we have to live with it".

He pointed out that many small unions have benefited from the conciliation process.

Murray Cotterill of the Steelworkers declared that the main reason for delays

The evening before the merger convention opened, a local of the United Automobile Workers that represents employees of three Toronto aircraft companies voted to apply for affiliation with the CCF Party.

Nathan French, chairman of the local's political action committee, said: "Now we will have a say in the Party's policy and in the selection of CCF candidates."

The week before, the Toronto and District Labour Council and the Hamilton and District Trades and Labour Council both voted to support the CCF.

in the conciliation process was that, "in the case of a union with a great deal of bargaining power, the employer will use loopholes in the Act to delay a showdown. Where locals have little bargaining power, they, too, take advantage of loopholes in the Act to prolong the process and delay the showdown," he added.

George Burt, Canadian Director of the UAW, who would have preferred to see the conciliation provisions of the Act eliminated entirely, said he was opposed to any policy of the Federation that would give Government "any encouragement to continue the present form of conciliation".

One of the original resolutions that was covered by the substitute expressed dissatisfaction over the choice of conciliation board chairmen. Speaking on this point, Eamon Park said he was surprised that the province's universities haven't come forward to train persons in this field.

A second substitute resolution demanded that the provincial Government take steps to enforce arbitration awards\* and until the Government does so, that it bear the expense of any court action that is necessary to implement an arbitration decision. It was adopted by a narrow majority after one delegate had pointed out that the resolution as worded asked the Government to pay the employers' court costs, too.

A "special emergency resolution" directed the Federation's executive to prepare a brief for submission to the select committee

\*An application by a Winnipeg local of the Brotherhood of Painters, Decorators and Paperhangers for permission to prosecute a company "for failure to comply with arbitration findings" was refused last month by the Manitoba Labour Board on the sole ground that the union in question was not an incorporated body. The Board cited a case in which the Manitoba Court of Appeal had held that the consent to prosecute "must be a consent to a legal entity—that is, an individual or individuals in their own names or an incorporated body".

Source: Manitoba Labour Relations Board, Serial 57-10, April 25, 1957.

A Select Committee of the Ontario Legislature on Labour Relations was appointed March 25 to "examine into and report regarding the operation and administration of the Labour Relations Act, of Ontario, in all of its aspects".

The Committee held its first meeting on April 17 under the chairmanship of James A. Maloney, (Renfrew South) and decided to invite all interested parties, trade organizations, companies, trade unions or other persons having information or data concerning the operation or administration of the Labour Relations Act to submit written briefs, and to attend public hearings to be held early in September.

Committee members are: John Yaremko (Bellwoods), J. W. Spooner (Cochrane South), E. P. Morningstar (Wentworth), H. Leslie Rowntree (York West), G. E. Jackson (London South), R. M. Myers (Waterloo South), A. J. Reaume (Essex North), Albert Wren (Kenora), and Donald C. MacDonald (York South).

The Committee appointed Harold Perkins, formerly with the Industrial Relations Branch of the Department of Labour, Ottawa, as its secretary.

of the Ontario Legislature that is enquiring into labour relations (see box, p. 550). The brief should include the resolutions adopted at the convention and the report of the OFL committee on labour legislation (L.G., Aug. 1956, p. 972), the resolution said. It was adopted.

Other resolutions adopted:

—demanded that the Act be amended to assure that when a company's name or ownership changes, current collective agreements and certifications shall remain in force;

—requested abolition of the provision in the Act that permits municipalities to remove their employees from the Act's coverage;

—asked that a simple majority of those voting in representation elections be sufficient to gain certification; and

—called for legislation providing for a voluntary check-off.

A resolution urging efforts to have a uniform labour relations act enacted in all provinces was referred to the Canadian Labour Congress "because it is a federal matter".

### Election of Officers

The merger agreement provided for an executive comprising a president, eight vice-presidents and a secretary-treasurer.

Nominations for president and four vice-presidents were permitted only from delegates representing former CCL affiliates; for the secretary-treasurer and the remaining four vice-presidents, from former TLC affiliates.

The nominations were made at the one-day conventions held by both parties to the merger prior to the OFL founding convention (see boxes, p. 552). Voting, by all delegates, took place on the merger convention's third day.

Cleve Kidd, Secretary-Treasurer of the former CCL federation for 12 years, was the only man nominated for the OFL presidency by the CCL delegates and thus became the new federation's first President.

The TLC delegates nominated two of their number for the Secretary-Treasurer's post: Doug Hamilton, of the Toronto District Labour Council, and Peter Podger, International Association of Machinists, Toronto. In the balloting for the only salaried position on the executive, Mr. Hamilton gained 391 votes to Mr. Podger's 223.

Ten men were nominated, five by CCL delegates and five by TLC affiliates, for the eight vice-presidential posts. In the balloting, four from each of the merging organizations were elected. Results of the voting (the first eight named being elected) were: William Boothroyd, IAM, Toronto, 590; Sam Hughes, Packinghouse Workers, Toronto, the last President of the Ontario Federation of Labour (CCL), 576; R. W. Ostling, Pulp, Sulphite and Paper Mill Workers, Fort William, 548; George Barlow, Eastern Area Director, Retail, Wholesale and Department Store Union, Hamilton, 539; Richard Courtney, UAW, Oshawa, 532; William Punnett, United Rubber Workers, Toronto, 513; I. M. Dodds, Teamsters international representative, Windsor, 508; Al Hearn, Building Service Employees international representative, Toronto, 505; Mike Nichols, Asbestos Workers, Toronto, 294; and Pat Hurrell, President, Local 1, National Brewery Workers Union, London, 285.

### Claude Jodoin

The Ontario Federation of Labour had the right to support or not to support a political party, CLC President Claude Jodoin told the delegates at the convention banquet. (The next day the convention voted to support the CCF Party (see above)).

Those who thought that the merged Canadian labour movement would split on organizational principles or on political principles were wishful thinkers, he added.

Jurisdictional differences will be settled in the "Parliament of Labour," he said, "without any outside advice".

Mr. Jodoin told the banquet guests that the constitution the Federation had just adopted might not be perfect but that it had served the purpose of bringing Ontario's two provincial federations together. There would be time at the next convention to make changes and improvements, he added.

Turning to the objectives of the Canadian Labour Congress, Mr. Jodoin said "we are quite insistent about the establishment of a national health plan; it is a necessity and we will get it".

The CLC will never be satisfied, he continued, until unions are recognized and bargaining rights granted to civic, provincial and federal employees.

Mr. Jodoin concluded with comments on remarks in the Ontario Legislature by Provincial Secretary George Dunbar, who said that the CLC's Director of Research, Dr. Eugene Forsey, had once admitted he had been a member of the Communist Party.

In Canada, we have parliamentary immunity. There are reasons for this; it is logical. But that doesn't mean that they should abuse that privilege to cast reflections on responsible Canadian citizens. It is an insult to the Canadian labour movement to have a Member use parliamentary immunity to criticize a distinguished citizen such as Dr. Forsey.

(The next day the convention unanimously adopted a special resolution demanding that Mr. Dunbar apologize and that he resign his Cabinet post, and that the Federation's president call on the provincial Premier to demand that he and his government dissociate themselves from Mr. Dunbar's remarks.)

## Resolutions

### Health Insurance

Immediate implementation by Ontario of a comprehensive health plan was demanded in a resolution that substituted for eight others.

The same resolution called on the Federation's executive to enlist all other provincial federations and the Canadian Labour Congress in a united demand for a national health plan.

### Housing

The Ontario Government was urged to call a conference of all municipalities for the purpose of beginning a province-wide program of slum clearance and construction of subsidized low-rental housing. The resolution also called on the provincial Government to embark on a low-cost housing program that would enable workers to buy houses with a \$1,000 down payment at a maximum interest rate of 4 per cent.

A. F. MacArthur, last President of the Ontario Provincial Federation of Labour (TLC), would not accept any gift the organization planned to present to him as a memento of his service as its chief.

Instead, it was announced at the merger convention, he suggested that a bursary or scholarship in industrial relations, preferably for children of trade unionists, be created at the University of Toronto in the name of the Ontario Federation of Labour. It was reported that the OPFL had planned to give Mr. MacArthur the sum of \$2,500.

## Workmen's Compensation

The Workmen's Compensation Act should be amended to provide for the payment to a totally disabled workman of 100 per cent of his earnings without any qualifying period, a resolution requested.

Charging that some employers refuse to re-employ some workers who have been injured on the job, a resolution called for another amendment to the Act that would make it mandatory for an employer to find suitable employment for an incapacitated workman.

Another resolution asked that all accident prevention efforts be placed under the direct supervision and control of the Workmen's Compensation Board.

## Legislation

Resolutions concerning provincial legislation adopted by the convention called for:

—Enactment of legislation permitting strikes during the life of a collective agreement when companies try to enforce unfair work standards or unsafe working procedures.

—Extension of the coverage of the Ontario Fair Employment Practices Act to establishments employing fewer than five employees, which are now excluded.

—Insertion of a fair wage clause in all provincial construction contracts.

—Statutory requirement of two weeks' vacation with pay.

—Legislation making payment for statutory holidays compulsory no matter when the holiday falls.

—Equal representation of Labour and Management on the advisory committee established under the Industrial Standards Act.

—A minimum wage of \$1.25 for all workers in the province.

—Payment by the province of supplementary benefits to recipients of federal old age assistance.

A special one-day convention of the Ontario Provincial Federation of Labour was held March 26 to approve the terms of merger with its erstwhile CCL rival and to vote the organization out of existence. Had the convention been numbered, it would have been the Federation's 11th annual meeting.

Approval of the merger terms was not unanimous.

The delegates nominated six of their members for the four vice-presidential posts allotted to the OPFL in the merger agreement. A. F. MacArthur, Federation President, declined nomination to any position in the merged organization.

The 14th—and final—convention of the Ontario Federation of Labour (CCL) was held in Toronto March 25. The delegates unanimously approved the terms of merger with the Ontario Provincial Federation of Labour (TLC).

Entitled by the merger terms to nominate the President of the new federation, the OFL named its Secretary-Treasurer, W. F. Cleve Kidd; he was unopposed since OFL President Sam Hughes declined nomination. The convention also named five candidates for the four vice-presidencies allotted to the Federation in the merger agreement.

—Provision of unemployment relief to unemployed employables who have exhausted or do not qualify for unemployment insurance benefits.

A resolution requesting enactment of legislation requiring competency tests and licences for building tradesmen was rejected. Speakers in the discussion on the resolution pointed out that "no one is better fitted than the man experienced in a trade to train and pass on the qualifications of those entering the trade" and that "if the only requirement is to be the ability to pay for a licence," the building trades don't want it. One speaker warned that adoption of the resolution would place the licensing of building tradesmen in the hands of a legislative body "outside the building industry".

The convention referred to the Canadian Labour Congress resolutions that called for:

—Establishment of Remembrance Day as a statutory holiday.

—A federal investigation into the "monopoly" in the pharmaceutical industry.

—Payment of blind allowances without a means test.

#### Automation

A resolution requesting the federal Government to convene a national advisory committee on technical change and automation, on which Labour would be represented, was referred to the CLC.

#### Education

The purpose, function, organization and development of the trade union movement in Canada should be studied in Ontario schools, the Federation believes. It will request the province's Department of Education to include such studies in the school curriculum and will set up a special committee to prepare a suggested course outline.

Another resolution on the subject of education called for the immediate establishment of a "far-sighted, progressive teacher-training program to overcome the shortage of teachers".

#### Other Speakers

CLC Secretary-Treasurer Donald MacDonald, in an address to the convention just prior to the vote on the political action resolution, told the delegates that "we are in politics whether we like it or not. As human beings we are in politics; we are not only economic beings."

He remarked that only 32 per cent of the Ontario labour force was organized and that organization was the No. 1 target of the CLC.

When CLC Executive Vice-President Gordon Cushing spoke to the convention later, he, too, said the CLC's first task was to organize completely the workers of Canada.

Mr. Cushing commented favourably on a suggestion that provincial federations exchange fraternal delegates.

The Education Service of the National Syndicate of Municipal Employees of Montreal (CCCL) has been awarded the annual prize of the Canadian Institute for Adult Education for the year 1957 in recognition of its efforts in the field of adult education.

The Service, the citation states, "appears as a significant illustration of the adult education work undertaken during the past few years in the trade union movement".

Jean Robert Gauthier is Director of the Syndicate's Education Service and Jean Dupire is Assistant Director.

# 15<sup>th</sup> Annual Conference of the Personnel Association of Toronto

Close to 600 personnel officers and management executives from all parts of Canada attend two-day meeting, theme of which was "Effective Communication". Two labour spokesmen participate in panel discussion

"Effective Communication" was the theme of the 15th Annual Conference of the Personnel Association of Toronto, held at the Royal York Hotel, Toronto, April 4 and 5. Close to 600 personnel and other Canadian senior management executives from Newfoundland to British Columbia, and many representatives from the United States, participated in the two-day conference.

Labour was represented at the conference, when a panel discussion was held on mutual problems under the heading of "Management Should! Unions Should!" The panel debated what management and union should do towards finding a better approach to their mutual best interests.

At the opening session of the conference, delegates were welcomed by C. P. Chaston, President of the Association, and Frederick G. Gardiner, QC, Chairman of Metropolitan Toronto.

Mr. Gardiner stressed the importance of personnel directors to industrial enterprise and the important part they are playing in the great expansion of the economy in all parts of Canada.

Alex King, Simpsons-Sears Limited, acted as session chairman. J. Powadiuk, Pigott Construction Company, was vice-chairman.

## Panel Discussion

A suggestion that unions take a new approach to collective bargaining was advanced by J. C. Adams, QC, general counsel of the Central Industrial Relations Institute, who said that the present system of bargaining was rather futile, and that unions should "get out of the rut" and into more constructive channels. He noted that North American workers still get 17 per cent of the customer dollar, a figure that has not changed since collective bargaining began.

"Since unions are the natural media for progress at the bargaining table," he said, "I think they owe it to the country they serve to arrive at a new method of determining what a wage rate should be."

Mr. Adams suggested that labour and management study production costs for a year and make a real appraisal of labour's

contribution, then divide the proceeds accordingly. "Instead of always looking into the future, look backwards," he said. If at the end of a year labour is not satisfied with the division of the income, they can still go out on strike with the same effect on management as at present.

It was also felt by Mr. Adams that the settlement of a lump sum at the end of each year would encourage people to save and invest in the country's economy.

Speaking for labour, William Mahoney, Canadian Director of the United Steelworkers of America, was "almost in agreement that labour was not progressive enough" in getting its fair share of the income dollar. He particularly felt that way after reading some of the financial reports of industry for 1956. He wondered why management seems to feel that only when a price increase is made should labour wages be boosted. He charged that management has never used logic as a basis on which to decide wages.

"I do not feel that labour has been nearly aggressive enough, and I feel that any new approach will be developed because management has run out of arguments with which to meet demands.

"As to the employee's share of the sales dollar," Mr. Mahoney said, "records show that it has been dropping. I do not think that to date we have had our fair share."

The problem of conciliation was raised, and Miller Stewart, free-lance writer who often serves as union nominee on conciliation boards, said the whole conciliation process should be speeded up so that results could be produced within 60 days, rather than seven months. He felt there was too much reliance on conciliation and that the process should be used only where the public was directly involved.

Mr. Stewart observed that the wage-profit-price spiral seems to govern only one labour situation—that in which a very powerful union faces a very powerful company. Speaking of high wages, he stressed that one of the great values of paying a high wage rate was that this money got into circulation quickly because high earners were also high spenders.

Pat Draper, Vice-president of Industrial Relations, Canada Iron Foundries Ltd., said that it was all very well to talk about joint involvements of management and unions, but he pointed out that they still played decidedly different roles.

"In order to bring in a new criterion for negotiating a wage contract, we would have to change our thinking entirely," he said. Criticizing the "better formula" that Mr. Adams had put forward, he said he did not feel that it would be possible, since demands arise not from what could be expected, but from some wage policy established by national and international union objectives and forced upon the situation.

On the question of employees in a highly-paid operation joining a union, Mr. Mahoney said that the employee in the higher paid plant had a stake in raising wages in the community.

On a question of assistance to older workers, Mr. Mahoney admitted that unions have not done as much as they should. But he reminded his listeners that the Canadian union movement is young and has been so busy trying to live that it has not yet had time to explore fully all the basic problems that exist. He said that at the present time the Canadian Labour Congress was working hard to solve such problems as the fate of the older worker.

Contracts of not more than two years' duration are favoured by unions, rather than prolonged agreements that breed dissatisfaction, Mr. Mahoney replied to another question.

Panel moderator was Prof. Bora Laskin, LL.B., Faculty of Law, University of Toronto, while the session chairman was Gordon F. Harrison, Hinds and Dauch Paper Company Limited. Assistant Chairman was John W. Henley, Canadian Westinghouse Company Limited.

### Morgan Reid

First speaker at the conference was Morgan Reid, General Manager of Planning and Public Relations, Simpsons-Sears Limited, Canada, who spoke on "Communicating Industrial Economics To Labour".

"As we enter the second industrial revolution, the need for effective communication with the individual will become even greater," he said. He pointed out that a century ago, when steam and steel were the generative forces of industry, technical advance, if not fully understood, was at least tangible and visible to the average man. Today, however, when atomic energy and electronics are "the touchstones of vast

material progress," the gap in understanding between the technician and the layman is widening and cause and effect are explained in the "abstruse and exclusive idiom" of the scientist.

We have moved from the comfortable era of improved gears and pistons into the unknowns of algebraic formulae. When these scientific advances are applied to the working environment, an element of fear can be introduced. As we know, in any society, ignorance is the breeding ground of prejudice.

So here is our challenge—a challenge of communication in a period when technological change could bring with it a much better standard of living for all of us. The role of objective interpretation will assume new importance. What is it? What will it do? What does it mean to me?

One of the most important communication challenges to an economist today is to re-humanize economics, Mr. Reid said after he had presented his assessment of the present state of Canada's economy. "After all, we are more than consumption units flicked through a punch-card machine."

In his assessment of the Canadian economy, he reminded the meeting that economists had predicted that the increase in 1956 of the gross national product would be "moderate" but that the actual increase was 11 per cent. Wages and salaries rose by \$1.5 billion, a 12-per-cent increase compared with one of 7 per cent in 1955. When allowance is made for price increases, that was the largest advance in real purchasing power over the entire postwar period, he remarked.

"The principal generative forces in this accelerated growth were capital investment and exports, Mr. Reid said. Merchandise exports rose by more than 11 per cent; public and private spending for capital goods by 24 per cent, an almost incredible accomplishment when applied against the record high level of capital investment in 1955.

Merchandise imports, however, and the "invisible items"—travel expenditures, interest and dividends, freight, shipping, etc.—rose far more rapidly so that Canada incurred an "enormous" deficit of \$1.4 billion.

This deficit, in addition to reflecting the huge size of the capital investment program, was an anti-inflationary factor insofar as domestic supplies were supplemented by foreign merchandise.

"Nevertheless," he continued, "we should not regard a deficit of this character with complacency. It was covered by a very large capital inflow from the United States and Europe, but in some ways this is very much like an individual paying an overdraft at the bank by borrowing money elsewhere.

"If long sustained, it would carry with it the seeds of potential dislocation in the Canadian economy, particularly if foreign demand for our export surpluses began to decline."

Last year's capital inflow pointed up some of the limitations of domestic monetary policy, Mr. Reid asserted. While much of the money came to Canada because of the belief of foreign investors in our economic potentialities, much of it was generated by the upward shift in our interest rate structure.

Putting it another way, "monetary policy in this country cannot effectively get out of step for more than short periods of time with that pursued in the United States," he declared. "A heavy inflow of funds can offset the restrictive influences of domestic monetary policy."

When commenting on last year's capital investment program, Mr. Reid pointed out a significant change in the character of the program: house-building was the main stimulating factor in 1955 but in the latter part of 1956 new housing starts began to decline substantially. This apparently will continue in 1957.

"The really significant lesson that may be drawn from our 1956 capital investment experience," he continued, "is that we have a tendency to underestimate the potentialities and capacities of the Canadian economy... Even our ideas of the potential size of the working force have become subject to change.

"Last year there was a rise of 5 per cent in industrial employment, which at the beginning of the year would have been regarded as highly unlikely. It was accomplished by shift of 45,000 persons out of agricultural into industrial occupations, rising immigration, more women working and workers retained in employment beyond normal retirement age."

In a brief mention of inflation, Mr. Reid pointed out that the rise in the consumer price index from an average of 116.4 for 1955 to an average of 118.1 for 1956 was a far different picture from the rise from an average of 102.9 for 1950 to an average of 113.7 for 1951.

In 1956 there was no shortage of consumer goods, he continued, and shortages of labour, where they existed, were largely regional and temporary.

Turning to 1957, Mr. Reid saw signs that the boom is maturing, that the rapid pace of economic growth that Canada has been experiencing is now slackening. He cited the decline in house-building and the failure of consumer durables to participate to the

same degree as non-durables and the service industry in rising retail sales, both of which trends he expected to continue this year.

He warned that "with the prospect of a decline in house-building in 1957, any further tightening in credit policy would have a serious adverse effect on the consumer durable goods industry."

It should be remembered that a tight money policy, irrespective of its merits at the time of application, has a cumulative effect in squeezing liquidity out of the monetary system. The effects of tight money last many months after a change in policy. In a country with as dynamic a growth pattern as Canada, particularly with our economic sensitivity to external influences, monetary policy must be very flexible and quickly adapted to new circumstances when there is a change in the business climate.

He believed that Canada's export position would continue strong, with export sales perhaps 7 to 10 per cent higher than in 1956, that consumer spending would rise 5 to 7 per cent, and that the gross national product may well exceed 5 per cent.

However, he warned against complacency about the shape of economic things to come. "We can by no means be sure that the business cycle has entirely disappeared.

"In our increasingly complex economy, there will be continuous adjustments as temporary distortions develop, but I do think that we have good reason to believe that such swings will be mitigated in the future."

Among the reasons why we can look forward to increased business stability in the future, he said, were: the improvement in the communication of economic information at the management level, and the understanding of its implications; and our more complete and more current statistical knowledge.

While his remarks might seem "remote from the problems of the lathe operator or the retail clerk in a store, their standard of living will in many ways be dependent on the rightness of management's economic decisions," he declared.

He warned about the increase in the spending activities of most Canadian governments. "While the majority of our citizens may indeed accept some measures that are considered socially desirable in the transfer of tax revenues from some groups in the population to others, there is always the danger that these may be extended from social to entirely political objectives... When we are looking ahead at economic goals, we should also think of the kind of social and political society in which they are to be attained."

## Pierre Berton

"The Art of Communication" was outlined by Pierre Berton, Managing Editor of *Maclean's Magazine*, who stressed the importance of getting to the point first in any situation, and then enlarging on it as necessary. He gave several examples to bring out his theme.

He strongly urged that clichés be left out of speeches and writing, and that simple English be used instead of complicated words and phrases in making explanations. Words like "amazing" and "wonderful" have been worked to death, and have reached the stage where they convey nothing practical to a listener.

## Thomas M. Wolff

"How to Communicate In A Stress Situation" was outlined by Thomas M. Wolff, staff member of Industrial Relations Counsellors Service Inc.

"There are no rules, gimmicks or categorical answers for management to apply to fulfil its responsibility to communicate with employees and the community in times of crisis and stress," he said.

"Management plans and viewpoints on important issues are wanted and needed by the employees and the other citizens of the community."

He illustrated the use of practical communication in relaying the plans and viewpoints to employees and citizens of a community in times of layoffs, negotiations, company mergers, work stoppages and similar stress situations.

Mr. Wolff pointed out four basic principles:

1. The purposeful use of communication as a projection of management leadership to further company and employee objectives.
2. The use of year-round communication and careful advance planning in stress situations.
3. Frank and open communication on important subjects throughout the year and in time of crisis.
4. The use of many methods for communication within management, with the union, with employees, and with the community.

He emphasized the importance of "building up your accounts in the bank of employee and community good will and credulity" through continuing communication on important subjects and issues. "Only in that way can you write valid cheques in case of emergencies," he said. "Management cannot expect to be successful in telling its story if it finds its voice only in times of crisis."

Pointing out the misconception that union officials should be the sole source of communication with employees, he declared, "an employee does not cease to be an employee when he becomes a member of a union. He still has the desire and the need to know management's facts, plans, and points of view."

"Even though it may be somewhat clouded by emotions in a crisis," he said, "there is a tremendous area of mutual interest among employees, unions, management and the community. They are not only inter-dependent economically, but socially. It is the role of communication to bridge the seeming gaps to find the common ground, to build mutual understanding."

Frank and open communication on important subjects throughout the year and in time of crisis, he said, is a prime necessity in combining and achieving the major factors of morale. He defined these as the employee's knowledge of leadership, sense of belonging, sense of progress, and elimination of any thought of danger to his group.

## Dr. Norman R. F. Maier

An audience participation session saw Dr. Norman R. F. Maier, professor of psychology, University of Michigan, demonstrate in a practical manner "How To Conduct Appraisal Interviews".

Summing up at the end of the session Dr. Maier said that one should remember that appraisal interviews always put the employees on the defensive, that authority should never be used to make a man do the right thing and that the interviewee should do most of the talking.

## Dr. Earl G. Planty

At final session of the conference, Dr. Earl G. Planty, professor of management, School of Commerce, University of Illinois, explained the value of "Upward Communication".

The professor emphasized that communication is dynamic and must flow constantly up as well as down if it is to stimulate mutual understanding. Many of management's best ideas are sown on cold and sour soil, not tilled and prepared in advance for the information. Upward communication tells management not only when people are ready to hear its story, but also how well they accept its story when it is told.

"Managers, by and large, have been relatively quick to perceive the problems of downward communication. The growth and complexity of modern industry have placed

pressure upon management at all levels to develop effective means of transmitting to lower echelons information that is vital to the continuing, efficient operation of the business," he said.

Executives and supervisors recognize, too, that misinformation and the resulting misunderstanding lessen working efficiency. Sharing information with subordinates at all levels of the organization tends to diminish the fears and suspicions that we all sometimes have in our work and towards our employer; it affords the security and feeling of belonging so necessary for efficiency and morale. In general, it may be said that downward communication is an integral part of the traditional industrial organization and is readily accepted and made use of—more or less effectively—by management.

Unfortunately, however, some managers tend to consider communication a one-way street. They fail to see the values obtained

from encouraging employees to discuss fully the policies and plans of the company. They do not provide a clear channel for funneling information, opinions, and attitudes up through the organization.

There are many values, however, that accrue to those managers who listen willingly, who urge their subordinates to talk freely and honestly. Upward communication reveals to them the degree to which ideas passed down are accepted. In addition, it stimulates employees to participate in the operation of their department or unit and, therefore, encourages them to defend the decisions and support the policies co-operatively developed with management. The opportunity for upward communication also encourages employees to contribute valuable ideas for improving departmental or company efficiency. Finally, it is through upward communication that executives and supervisors learn to avert the many explosive situations which arise daily in industry.

# Industrial Fatalities in Canada, 1956

Deaths from industrial accidents in 1956 numbered 1,416, an increase of 90 over the number recorded the year before; fatality rate was 2.6

During 1956 industrial fatalities in Canada totalled 1,416,<sup>1</sup> an increase of 90 from the 1955<sup>2</sup> figure of 1,326. Injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards increased from 496,336 in 1955 to 554,771 in 1956.

The accidents recorded are those which involved persons gainfully employed and which occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases as reported by the provincial Workmen's Compensation Boards. Reviews of industrial fatalities appear quarterly in the Labour Gazette.

The fatality rate (number of fatalities per 10,000 workers) has fluctuated only slightly between 2.7 and 2.5 during the past eight years.

During 1956, there were 19 industrial accidents which caused the death of three or more persons in each case. On November

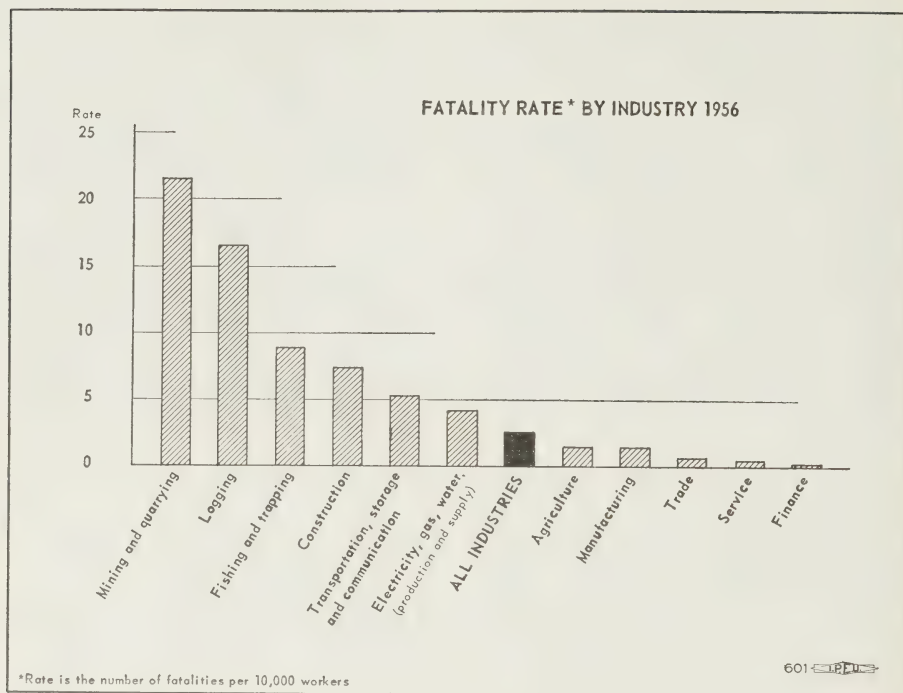
Year	Persons with Jobs (000's)	Industrial Fatalities	Rate
1949 .....	4,948	1,359	2.7
1950 .....	4,997	1,259	2.5
1951 .....	5,112	1,369	2.7
1952 .....	5,179	1,418	2.7
1953 .....	5,246	1,321	2.5
1954 .....	5,194	1,296	2.5
1955 .....	5,327	1,326	2.5
1956 .....	5,524	1,416	2.6

1, an explosion at the pithead of a mine at Springhill, N.S., resulted in the deaths of 39 miners. Of this total, six men were fatally injured in the explosion, two draggermen died during rescue operations and the remaining 31 were victims of burns or gas.

<sup>1</sup>Re Tables H-1 to H-5 at back of book. Of these 1,416 fatalities, 1,177 were reported by the Workmen's Compensation Boards and the Board of Transport Commissioners. The other 239 were compiled from other sources. For the industry breakdown of the latter figures see footnote 2, Table H-1.

<sup>2</sup>Prior to 1956 the Department had classified as "industrial" fatalities, deaths which occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned. This practice has been discontinued. Figures for the years 1949 to 1955 have been revised accordingly.

Annual statistics on industrial fatalities are compiled from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.



There were three accidents which resulted in eight industrial fatalities in each case. On August 27, the eight-man crew of the tug *Clearwater* was lost when the ship sank during a heavy gale on Lake Athabasca, Alta. At Kootenay Lake, B.C., eight loggers were drowned on November 30 when the boat in which they were crossing the lake struck a submerged object and overturned. On December 9 a passenger aircraft bound from Vancouver to eastern Canadian points disappeared and presumably crashed. Of the 62 persons on the aircraft, eight (three crew members, three professional football players and two persons engaged in wholesale trade) are known to have been travelling for reasons arising out of their employment. These have been classified as industrial fatalities. If subsequent reports indicate that any of the remaining 54 were travelling for business reasons, the Department's statistics on industrial fatalities will be adjusted accordingly.

During the year, there were two accidents that cost the lives of seven persons in each case. On May 15, at Orleans, Ont., a priest, five nuns and a laywoman cook were killed when a plane crashed into a rest home operated by a religious order. Seven men, all employees of a large construction firm, were killed at Varennes, Que., on October 23, when the walls of a trench in which they were working collapsed, burying them.

There were two accidents that resulted in four industrial fatalities in each case. A collision between a truck and a railway train near Pickering, Ont., on September 8 cost the lives of the train fireman and three construction workers riding in the truck. The crash of a Canadian aircraft near Cold Bay, Alaska, on August 30 killed the pilot, navigator and two stewardesses. In all, 15 persons were killed in this accident, which occurred when the airliner was attempting to land.

Eleven accidents were responsible for the death of three persons in each case. On January 17, a plane crash in Northern Quebec resulted in the deaths of the pilot, co-pilot and the stewardess. In another flying accident on February 13 all three members of the crew were killed when their aircraft crashed shortly after taking off from a base in the North West Territories. At Huntsville, Ont., three employees of a leather company died on March 31 when overcome by hydrogen sulphide fumes. On May 16, three miners were crushed to death at Garson Mine, Ont., when the roof of the mine in which they were working collapsed. Three employees of a construction firm were killed on July 11 when the plane in which they were travelling crashed on Mount Lolo, B.C. A head-on collision between two trains at Huronian, Ont., on July 31, resulted in the deaths of the engineer,

fireman and brakeman. At Pikauba Lake, Que., three men engaged in logging operations were drowned August 9, when they jumped into the water to avoid the fire which followed an explosion aboard their motor launch. Three miners lost their lives on August 11, at Invermere, B.C., when safety bars separating two levels of the mine gave way, killing one of them and causing the other two to be buried by falling rock.

Two accidents resulting in three deaths occurred on the same day, October 6. Near Varennes, Que., three farmers on the way to market were killed when the truck in which they were riding was struck by a train. Three members of the crew of the freighter *Triggerfish* were drowned when the vessel capsized off the coast of British Columbia. On November 22 three Nova Scotia fishermen were lost at sea when their fishing boat was wrecked during a storm; only one body has been recovered but all three are presumed to have been drowned.

### Fatalities by Causes

An analysis of the causes of the 1,416 fatalities that occurred during the year shows that 406 were the result of being "struck by tools, machinery, moving vehicles and other objects". Within this group the largest number of deaths was caused by falling trees (73), landslides or cave-ins (56), automobiles or trucks (37), and falling or flying objects in mines and quarries (34).

Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 344 of the industrial deaths during the period. These included 157 fatalities involving automobiles or trucks, 61 tractor

or loadmobile accidents, 51 involving watercraft, and 35 resulting from aircraft accidents.

In the classification "falls and slips" 250 fatalities were reported. Of these, 247 were the result of falls to different levels (*See* Table H-2).

### Fatalities by Provinces

The largest number of industrial fatalities in any province in 1956 was 434 in Ontario, an increase of 25 over the previous year. Of these, 94 occurred in construction, 72 in manufacturing and 71 in mining. In British Columbia 321 fatalities were recorded, including 95 in logging, 56 in construction and 48 in transportation, storage and communications. Quebec followed with 262, of which 75 occurred in construction, 48 in logging and 40 in manufacturing (*See* Table H-3).

### Fatalities by Industry

During the year the largest number of fatalities<sup>4</sup> occurred in the construction industry, where there were 301, an increase of 58 as compared with the 243 recorded in 1955. In mining, there were 246, an increase of 67 over the 179 reported last year.

Fatalities in the transportation group accounted for 221 deaths during the year, 10 more than the 211 listed for the previous year. Work injuries in logging were responsible for 193 deaths during 1956, an increase of 10 over the previous year, in which 183 were recorded. In manufacturing there were 189 fatalities, a decrease of 30 from the 219 that occurred in this group during 1955. Fatality rates by industries are shown in the accompanying chart.

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## Labour Income Higher in February

Wages, salaries and supplementary labour income received by paid workers reached an estimated total of \$1,205,000,000 in February, up \$8,000,000 from the preceding month's \$1,197,000,000, the Dominion Bureau of Statistics reports.

Between February this year and last, labour income rose \$115,000,000, or about 10.5 per cent. After seasonal adjustment, labour income in February rose to \$1,256,000,000 from \$1,247,000,000 in January and \$1,137,000,000 in February last year.

The modest gain in labour income during February resulted from increases of \$6,000,000 for the distributive industries, \$5,000,000 for manufacturing and \$1,000,000 for the finance and services group, offset in part by losses of \$2,000,000 each in construction and in the primary industries.

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<sup>4</sup>See Table H-4 for an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given.

# Psychiatry and Rehabilitation

Psychiatrist's paper read at annual meeting of Canadian Association of Occupational Therapy, to gain better co-operation among all members of rehabilitation team, urges more contact and more exchange of views

One of the many barriers to complete utilization of manpower is the extent to which psychological factors in conjunction with physical factors enter the picture when disability makes it difficult, if not impossible, for a worker to render his maximum degree of services. That gap is being bridged, however, as a better understanding is reached of the place of psychiatry in rehabilitation.

The March 1957 issue of the *Canadian Journal of Occupational Therapy* contains a paper on this subject, presented by Roger R. Lemieux, MD, FAPA, at the annual meeting of the Canadian Association of Occupational Therapy. The paper, which is entitled "Psychiatry and Rehabilitation," links up psychiatry and physical rehabilitation and was an endeavour to close the old gap between body and mind that has divided medicine and psychiatry in past years.

There is a great difference, according to Dr. Lemieux, between present and past attitudes to the mentally sick. The author traces the change through the French Revolution, the scientific researches of such men as Ehrlich, Koch and Freud, down through the development of our present-day philosophy which establishes a common relationship between them. Psychiatry believes neurosis to be the consequence of conflicting forces, born in a man's mind out of a conflict between antagonistic goals. Anxiety rings the alarm and the human mind then uses defence mechanisms against it. The symptom results as an effort to compromise; it is an attempt of self-cure.

Dr. Lemieux points out that emotional problems that are present in the disabled can be divided into three groups:

(a) Those that accompany the disability or result from its significance to the disabled.

(b) Those that were dormant or otherwise expressed prior to the disability.

(c) Those that come after the disability in which was found a secondary gain; that is, the emotional value of staying disabled.

The loss suffered at disability is felt by the disabled as a psychological loss also. There was an amount of affection for that

particular limb that was lost or impaired. Psychological reaction may be: (i) unbelieving denial; (ii) depression, grief or despair; or (iii) relieving anxiety through placing responsibility on others.

Examples are given under the three headings of the reactions experienced by a man who suffered paraplegia and a girl who suffered from tuberculosis of the spine. Dr. Lemieux points out that in the various cases quoted the man's attitude towards his own disability bore a direct relationship to the philosophy of his *milieu*, while the girl affected by tuberculosis of the spine seized upon the disability to replace in her own system of defence previously existing neurotic symptoms of timidity and shyness. In some cases the disability became a tool in the hands of the sufferer useful for getting attention and an unbelievably subtle means of avoiding harsh responsibilities.

The occupational therapists were told by Dr. Lemieux that "we could better co-operate with each other if only we had better knowledge of each other's field".

Concluding his talk to the convention, Dr. Lemieux said:

"The psychiatrist is trained to think in terms of how these personality traits relate to rehabilitation problems. Therefore, he is often at a loss to help the rest of the rehabilitation team.

"On the other hand, occupational therapists in a rehabilitation centre have to know personally of psychiatry, of possible motivations and defence mechanisms used by patients and of psycho-therapy at their level of function. But this is not all, as a matter of fact nothing is ever over; take the duty nurse, should it be an inexperienced nurse in training, who would be extremely keen at giving sympathy, due to her own evaluation of the patient's disability; will she give more than is warranted; will she give out of pity or of respect for the patient? Her action can impress the patient to such a degree that it would be hard for the rest of the team to correct a false impression in his mind. The answer is in more contact, more exchange of views, more interrelationship between members of the team."

# ILO Reports on Equal Pay Principle

In most of 46 countries that reported to ILO, principle of equal pay for equal work was "actively engaging the attention of governments, employers and workers". Steps taken in some of the countries listed

The principle of equal pay for men and women doing work of equal value "is actively engaging the attention of governments, employers and workers" in most of the 46 countries that report to the ILO.

Steps taken in some of the countries are as follows:

In Australia, federal unions held a conference at which they decided to request the Australian Congress of Trade Unions to organize a national petition supporting equal pay.

In Austria, the equal pay principle "is at present recognized in approximately 40 collective agreements".

In Belgium, earlier legislative decrees providing for a 25-per-cent differential between minimum wage rates for men and women are no longer in force.

In Canada, new laws to implement the principle have been enacted in the provinces of Manitoba and Nova Scotia.

In France, none of the collective labour agreements and wage agreements in force at the present time provide different minimum wages for men and women with identical qualifications.

In India, a private bill to provide for the application of the principle to women workers in the industries and agriculture was introduced in the House of the People—the lower House of Parliament.

In the Philippines, a recent labour department survey found no wage discrimination between men and women in common employment. It was noted, however, that men and women usually perform different types of work, and the principle of equal pay was therefore considered seldom applicable.

The report to ILO also notes that 16 of the 46 countries indicate that the equal pay principle figures in their national constitution. These are:

Bulgaria, Burma, Byelorussia, Costa Rica, Cuba, France, The German Federal Republic, Hungary, India, Indonesia, Italy, Japan, Mexico, The Ukraine, The Soviet Union and Yugoslavia.

\* \* \*

Equal pay for equal work was awarded a group of women at Windsor, Ont., in an

arbitration case in which Judge Douglas Thomas was the umpire.

The six women, members of Local 195, United Auto Workers, and employees of L. A. Young Industries Limited of Windsor, were working beside men, turning coil springs for automobile cushions. They received \$1.31 an hour, while the men were getting \$1.55.

Evidence showed that the operations were not separated as between men and women, though the company emphasized that it was intending to do so in the future.

The umpire maintained that the company's actions were in violation of a clause in the agreement against discrimination on grounds of sex, and also of the Ontario Female Employees' Fair Remuneration Act.

\* \* \*

A convention to eliminate conflicts of law arising out of provisions concerning the loss or acquisition of nationality by women as a result of marriage, of its dissolution or of a change in the nationality of the husband during marriage has been signed by Canada.

The edict is known as the United Nations Convention on the Nationality of Married Women, and was adopted by the General Assembly January 29, 1957.

Dr. R. A. Mackay, permanent representative of Canada to U.N., and Mrs. M. A. Shipley, MP for Temiskaming, signed for Canada, the 25th country to ratify the Convention.

\* \* \*

Two Canadian women have recently been given posts which in the past had been reserved exclusively for men. Both were made assistants to bank managers, one in Montreal the other at Saskatoon.

Miss Mary Pollock was made assistant manager of the Bank of Montreal branch at Sherbrooke and Drummond streets in Montreal, while Miss Irene Reynolds assumed a similar post at the bank's branch in Saskatoon.

In the United States, a woman has been named associate press secretary on President Eisenhower's staff. She is Mrs. Anne Williams Wheaton, the first woman to be so honoured.

## 50 Years Ago This Month

in month after Industrial Disputes Investigation Act, 1907, received Royal Assent, first three applications for establishment of board of conciliation submitted. Two of disputes settled before boards set up

The first three applications for the establishment of a Board of Conciliation and Investigation under the new Industrial Disputes Investigation Act, 1907, which had received Royal Assent on March 22, were received in April.

The first application came from the Cumberland Railway and Coal Company, Ltd., Springhill, N.S. According to the General Manager of the Company, the men, of whom about 1,700 were employed, had gone on strike for a closed shop. Two lodges of the Provincial Workmen's Association, which represented the miners, were insisting that all employees must become members of the union, while the Company refused to make any distinction in giving employment between union and non-union men.

The dispute, however, was of short duration. On the same day that the application reached Ottawa the Minister received a telegram from the management saying that the men had returned to work and that no further steps need be taken in regard to the application. It appeared that the men, in quitting their jobs, had not understood that the new legislation applied to Nova Scotia. They had not intended to act illegally, and when they realized that the Act did apply to them they returned to work at once.

A few days later, according to the report in the *LABOUR GAZETTE* of May 1907, "the non-unionists were persuaded to join the Provincial Workmen's Association, and the object of the unionists was thus attained".

A second and more serious dispute dealt with under the Act involved six coal mines in Alberta and one in British Columbia. Many of the miners had ceased work, partly through a misapprehension of the Act, no strike having been expressly declared. Finally most of the mines had been obliged to close down.

The conciliation board appointed to deal with the dispute was under the chairmanship of Sir William Mulock, Chief Justice of Ontario. Deputy Minister of Labour Mackenzie King went to Fernie to take a hand in the negotiations a few days before Sir William arrived.

The result was that, partly as a result of preliminary negotiations by Mr. King, an agreement between the parties resulted in the signing of a two-year contract early in May; and, in the words of a statement by the Western Coal Operators' Association, it was not "necessary to ask the board of conciliation to enter upon its labours, the parties being themselves agreed".

The third dispute to come under the Act was between the Grand Trunk Railway Company and the machinists employed in the company's shops at Montreal, Turcot, Ottawa, Toronto and Stratford. It concerned rules and rates of pay, and involved about 400 men.

The application for a board in this case came from the employees. The setting up of the board was completed early in May, and meetings were held in Montreal on May 16, 17 and 18. An agreement between the parties was reached on the 18th, and a one-year contract was signed. The report of the chairman of the board was dated May 20, so that, as the *LABOUR GAZETTE* said, "the whole proceedings under the Act, from the receipt of the application by the Minister on April 20 to the receipt of the finding of the Board, occupied precisely one month".

A bulletin issued by the Census and Statistics Branch of the Department of Agriculture in April 1907, which was summarized in the May *LABOUR GAZETTE*, contained a report on the earnings of workers in various occupations in Canada, compiled from the 1901 census.

A total of 922,591 persons were enumerated according to their occupations, 736,549 males and 186,042 females. The total population of Canada in 1901 between the ages of 15 and 65 was enumerated as 1,652,990 males and 1,560,637 females. The ratio of female to male wage earners was lowest in British Columbia, at 1 to 16.61, and highest in Quebec at 1 to 3.77.

The average annual wage in 1901 was given as \$387.16 for males and \$119.98 for females. "Earnings were highest for the professional classes and in the mining industry, and lowest in the fishing and agricultural industries."

# INTERNATIONAL LABOUR ORGANIZATION

## ILO Director-General's Report

David Morse, in annual report prepared for 40th International Labour Conference in June, deals with social implications of automation and traces progress of technological changes in world over past few years

"Today there is no need to regard industrial disturbance and social unrest as an inevitable consequence of technological change-overs," says David A. Morse, Director-General of the International Labour Organization, in his annual report prepared for the 40th conference of the ILO next month.

"In past years most of the industries which have gone the furthest with advanced mechanization and automation have been those in which employment has been expanding considerably," he points out.

The report is the first international effort dealing with the social implications of automation and other technological developments. The report traces the progress of revolutionary technological changes in the world over the past few years.

The impact on employment, skill, education and training, job satisfaction, labour mobility, wages and hours of work, industrial safety and social security are among the problems examined.

Mr. Morse also discusses the planning of technological changes within undertakings and the meaning of these developments for labour-management co-operation.

Finally, the ILO Director-General outlines a number of guiding principles which could be of help in putting modern technology effectively to the service of mankind.

"The essentials of wise policy," he says, "seem to me to be clear: careful advance planning on the part of management, with full consideration of the human problems of technological change-overs; full prior consultation of the workers and their representatives before plans are finalized; careful timing; proper safeguards to prevent or minimize displacements and individual injustice or hardship and to assure common benefit from the innovations to be made."

Mr. Morse lists 10 basic points of agreements on this controversial issue which, he says, "take us a long way forward in the search for guiding principles". They are:

1. Automation, atomic energy and related technological developments make it possible to produce many goods and do many things that could not have been produced or done before.

2. They have given a great impetus to the achievement of higher labour standards and higher living standards.

3. They offer great promise for the further development of the industrially less advanced countries.

4. They need not create over-all unemployment and do not themselves do so.

5. They create new employment opportunities and new skill requirements.

6. Like all technological innovations, they cause labour redistribution within the undertaking and also from one industry, occupation and undertaking to another and sometimes from one place to another.

7. They may create in some instances specific transitional problems in particular, problems of re-employment, whether in certain localities, or for certain groups of workers (e.g., older workers, women without special skills, or skilled workers whose skills are becoming obsolete) or for certain individual workers.

8. They have a direct and immediate impact on wages and working conditions and thus on the central area of labour-management relations.

9. They have equally direct and immediate implications for the structure of social protection: for unemployment insurance and other forms of social security and for all social assistance and services designed to protect the individual worker from hardship and to promote general community welfare.

10. They have thus serious repercussions for management, for trade unions and for governments and impose on each of them new responsibilities and new tasks.

The greatest need of all, in my view, is for reinforcing efforts to promote labour-management co-operation in planning, introducing and carrying through technological changes.

The undertakings which have installed automatic machinery and controls with least difficulty are those which have had the best continuous working relations between Management and Labour, and which have taken into account from the beginning the problems of management, the views of the union concerned and the individual workers' problems.

Mr. Morse adds that "there is no doubt in my mind that automation, atomic energy and other recent technological developments hold out great promise to the less advanced countries and areas of the world. If the conditions in which they can be widely applied in these countries and areas can be fulfilled, they lead towards material abundance in substitution for age-old poverty... My prediction would be," he says, "that both automation and the industrial application of atomic energy will go further and faster in the less developed countries than we would now anticipate."

Mr. Morse points out that automation is only one from of technological change and it must be kept in proper perspective as one of many developments gradually altering the nature and structure of industry and commerce.

Clearly, says Mr. Morse, automation is not new. What is new behind automation is the new way of thinking about production processes, including the possibility of envisaging a large and complex yet fully automatic production lines.

As an American observer has pointed out, the fact that today an imaginative scientist can improvise, in principle, mechanisms capable of carrying out almost any task is of revolutionary significance, Mr. Morse says. "It is this threat that lies behind the fear that we have created an uncontrollable force imperilling our society and even that we are in danger of being destroyed by our own creations."

Another new element in automation is related to its potential in quickening the rate of change in industry.

It is widely recognized that the key to the labour and social impact of automation and other technological innovations is the rate of speed at which they are introduced and at which they spread from one undertaking, industry and area to another and from one part of the world to another, Mr. Morse declares.

"If, as many have emphasized, the changes of the last 50 years had been compressed into the space of five years, there would have been economic and social chaos. If the changes resulting from automation, the use of atomic energy and other recent innovations were to take place within the same limited period of five years, there would be grounds for grave concern."

While it was important to try to assess the rate of speed at which technological changes are occurring and are likely to occur in the world economy, it should be frankly admitted, said Mr. Morse, "that at the moment we have no real means of knowing how fast the changes will come and how far they will go".

Few have challenged the assumption that automation and other developments will be gradual, Mr. Morse said. "Nor would I do so. Yet in the interests of caution it might be noted that only a few years ago automation and atomic energy were both commonly regarded as practical problems for the next decade, not for this one. Things have happened far faster than most qualified observers in both fields expected."

The need, he emphasized, is to study what is happening, to try to anticipate the impact in the social field, and to plan ahead to meet without confusion any problems that may arise.

### Impact on Jobs

"So long as improvements are introduced against a background of high levels of economic activity and a continuing rate of economic expansion, the maintenance of the general level of employment is not likely to be a serious problem provided the occupational shifts required to adjust to the changes can be made," Mr. Morse asserts.

There is reason to think that heavy investment in automation, atomic energy and other technological development will tend to keep economies buoyant.

Past experience shows no reason to believe that technological innovations lead to a decrease in the global volume of employment.

### Education and Training

Mr. Morse devotes three chapters to skill changes and resultant impact on education and training of young and adult workers.

"A look at the world today suggests that a redefinition of skill is long overdue," he says. "Do the classical concepts of unskilled, semi-skilled and skilled workers, largely taken over from a static, medieval society of guilds, really correspond to the needs of the dynamic, fast-changing industrial society of today? Will the nineteenth

century concept of salary-earning office employees and wage-earning factory workers make sense in the automated factory of tomorrow? The skill of one technological era is dead and the skill of a new era is just emerging."

It was predicted that unskilled workers, as we know them today, would disappear and that semi-skilled workers, the men of the assembly line, would become skilled workers. Others held that semi-skilled workers, requiring little formal or acquired knowledge or training would be the key men of the automatic world. So far, it was too soon to tell which of these tendencies would prevail.

There was, however, widespread agreement that the need for skilled workers, technicians and engineers was likely to expand. But the character of their work would change beyond recognition.

Mr. Morse devotes special attention to the problem of equipping youth for the factories and offices of tomorrow.

"As technological advance continues, illiteracy must be wiped out altogether. But modern industry demands more than this."

Youth would probably need better and longer basic schooling. A greater percentage of the population would need to complete university or equivalent education. There will have to be a particular upsurge in higher technological education, and much more co-ordination of education and training channels at all levels. Vocational training facilities would have to be expanded, but, more important, functionally re-oriented.

Retraining of adult workers, including supervisors, needed more imagination as well as more attention from employers and workers, Mr. Morse states.

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## 6<sup>th</sup> Session, Inland Transport Committee

Resolutions dealing with methods of improving the organization of work and output in ports, and with safety in road transport were adopted

Resolutions dealing with methods of improving the organization of work and output in ports and with safety in road transport were adopted by the Sixth Session of the Inland Transport Committee of the International Labour Organization. The session met at Hamburg, Germany, on March 11 to 23.

The principal resolutions related to the two technical items on the Committee's agenda: (a) Methods of Improving Organization of Work and Output in Ports; (b) Labour Inspection in Road Transport.

Government, employer and worker delegates, as well as a number of observers, from 27 countries took part in the meeting. The United Nations and the European Conference of Transport Ministers were represented by observers. Observers were also present from the following non-governmental organizations: International Confederation of Free Trade Unions, International Co-operative Alliance, International Federation of Christian Factory and Transport Workers, International Federation of Christian Trade Unions, International Federation of Christian Trade Unions of Transport Workers, International Organization of Employers, International Transport Workers' Federation, World Federation of Trade Unions.

The Canadian delegation to the session was:

*Government*—Lionel Cauchon, MP (Beauharnois); and G. R. Currie, Industrial Relations Branch, Department of Labour, Vancouver,

*Employer*—W. G. Scott, Railway Association of Canada, Montreal; and Camille Archambault, Canadian Trucking Associations, Montreal.

*Worker*—J. E. Corbeil, Canadian Brotherhood of Railway Employees, Montreal; and Raymond Doucet, Seafarers' International Union, Montreal.

The first resolution of the Committee dealt with appropriate methods for improving the organization of work and output in ports. It was adopted by 115 votes to one with eight abstentions. In the text it was stated:

It is desirable that a concentrated effort be made to introduce practicable methods of improving organization of work and output in ports with a view to speeding up the turn-round of ships. A quicker turn-round of ships can make a substantial contribution to raising general economic efficiency. This increased productivity can and should be achieved through the use of improved methods rather than by excessive effort. Such improvements are expected to be reflected in better social standards, in which dock workers should have their fair share.

Annexed to the resolution is a series of suggestions as to the methods which would lead to improvement in output. The suggestions deal with the following points: labour-management relations, organization of work, the introduction of new equipment, port organization.

### **Labour-Management Relations**

After stating that "sound labour-management relations based on active co-operation and mutual trust are an essential element in any program designed to improve the organization of work and output in ports," the resolution suggests that certain steps should be taken:

—Schemes for the regularization of employment of dock workers, where they do not already exist, should be developed;

—The competent authorities or employers, or both, should take all practicable steps to ensure that new methods of improving organization of work or the introduction of new equipment do not lead to sudden or arbitrary dismissals;

—There should be appropriate machinery involving consultation with employers' and workers' organization at the port level and, if desired, at the national level;

—Procedures for the prompt settlement of grievances and disputes and, in particular, those based on rates of pay or the strength of gangs for particular cargoes and circumstances, are an essential part of a good system of industrial relations;

—There should be efficient systems of communication between all concerned in order to inform the docker on all matters relating to his conditions of employment.

### **Organization of Work**

The Committee's suggestion dealing with organization of work concerned the allocation of manpower, the availability of dockers, periods of work, overtime, unproductive time, work study techniques, payment by results, training, safety and welfare.

Central hiring arrangements with the establishment of call stands were recommended. Call times should be reasonably arranged, with the double objective of minimizing delay to shipping and avoiding unnecessary attendance of dock workers.

The application of work study techniques to port work, the Committee noted, holds the prospect of material assistance in determining methods of increasing efficiency. Various suggestions are made for the effective introduction of schemes of payment by results.

### **Introduction of New Equipment**

"It is desirable," said the Committee, "to accept new types of mechanical equipment, whether they are for use on board ship or on the quayside, and new methods of work, when they are efficient, economic and safe. It is also desirable that they should contribute to easing the work of the dock worker and to speeding up the turn-round of ships."

### **Port Organization**

To increase the efficiency of the port industry in relation to matters other than labour, the Committee asked that special attention be paid to co-ordination problems, the adjustment of timetables and methods of administrative authorities, and various specific administrative steps.

### **Labour Inspection in Road Transport**

A resolution based on the second technical item on the agenda, "Labour Inspection in Road Transport," was adopted by 118 votes, none opposed, and six abstentions. The resolution outlined a number of guiding principles.

"The special character of road transport," said the Committee, "and the great increase in traffic on the roads of most countries, the influence of which on road safety should not be underestimated, justify the consideration of appropriate measures for the protection of all the interested parties, namely, employers, workers and the public who use the roads."

The Committee found it desirable that its task of labour inspection in road transport should be entrusted to a specialized staff. Conditions of employment should not be isolated from technical conditions and safety.

The principle points to which labour inspection in road transport relate are in particular, according to the Committee: daily and weekly hours of work, spread of the working day, maximum driving time, breaks, overtime, daily and weekly rest, as laid down in the legal provisions of the country concerned.

The Committee urged that each employer should be required to keep registers and records for the purpose of inspection of the application of provisions for the protection of road transport workers, while vehicle staff should have individual control books. The Committee stated that a model control book should be prepared under ILO auspices.

The Committee's conclusions will be submitted to the ILO Governing Body, which will decide what effect shall be given to them.

# ILO Advisory Council on Salaried Employees and Professional Workers

Discusses non-manual workers and collective bargaining, and conditions of employment of technical staff, and adopts number of resolutions

The Advisory Committee on Salaried Employees and Professional Workers of the International Labour Organization, which met in Geneva from April 1 to 13, had before it the following agenda items: non-manual workers and collective bargaining, conditions of employment of technical and supervisory staff in industry (excluding management).

It also adopted a number of resolutions on matters concerning journalists, teachers, and hospital and health service staff.

The Committee was attended by government, worker and employer representatives from 21 ILO member countries. Its chairman was Max Kaufmann, Swiss Government representative on the ILO Governing Body.

The Committee adopted a resolution stressing the right of non-manual workers in both public and private sectors to benefit from the guarantee laid down in the international labour convention concerning freedom of association and protection of the right to organize, and drew the attention of all governments to the various instruments adopted by the International Labour Conference concerning freedom of association, collective agreements, and voluntary conciliation and arbitration.

The Committee concluded that the normal method of fixing conditions of employment of salaried employees and professional workers should be by means of collective negotiations. Collective agreements may relate to both questions of remuneration and conditions of employment.

The Committee requested the Governing Body of the International Labour Office to undertake an inquiry among governments of member countries with a view to permitting full discussion of the problems concerning public servants and, in particular, the establishment of principles on which the determination of conditions of work of public servants should be based.

Examination by the Committee of the problems connected with conditions of employment of technical and supervisory staff in industry, excluding management, resulted in the adoption of a series of resolutions.

The Committee considered that the rapid increase in the proportion of technical and supervisory staff in industry had thrown into relief many problems connected with

the status of these workers, their integration in the undertakings, their relationship with other workers, as well as their living and working conditions.

To meet the shortage of technical and supervisory staff, systems of education and vocational training should be better adapted to the demands of industrial life; in respect of young persons, arrangements should be made with a view to linking general and specialized education so that premature or erroneous specialization might be rectified.

Special importance was attached to problems arising for older and senior technical supervisory staff compelled through circumstances beyond their control to seek new employment. In respect of such staff, the Committee stressed the need to ensure both adequate social security and the status and position in the salary structure in keeping with the qualifications and abilities required and corresponding to the duties and responsibilities involved.

A further resolution calls for a thorough examination of conditions of employment of teachers, and the convening at an early date of a meeting of experts in which representatives of the organizations of the teaching profession would participate.

The ILO's Governing Body is also invited to request the Director-General, acting jointly with the specialized agencies, in particular with UNESCO, to prepare a concrete program of study concerning journalists and all the problems connected with that profession, together with a concrete program of action for the purpose of promoting vocational training of journalists, as well as their economic and social independence, based on uniform principles within a universal setting.

The Committee's resolution concerning hospital and health service staffs recommends that a study be undertaken by the ILO of the general conditions of training and employment of nurses and of the general conditions of employment of salaried non-medical hospital and health service staff. It proposes that a special conference be convened at an early date for the purpose of drawing up employment standards

designed to enable the hospital and health services to recruit the personnel necessary for their proper functioning and progress.

The Committee also requested that appropriate consideration be given to non-manual workers, both in the private and

public sector, in the program of research and studies conducted by the ILO in the field of labour-management relations. It suggested also that the problems of non-manual workers should be given attention in the ILO's technical assistance program.

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## Wages, Hours of Work and Manning on Board Ship

Representatives from eight maritime powers and six representatives respectively from shipowners' and seafarers' groups constituted a working party which met in Geneva from April 11 to 17. Aimed at obtaining the agreement of all three groups—government, shipowners and seafarers—the working party has established a draft recommendation on wages, hours of work and manning on board ship which will be submitted to the 1958 maritime session of the International Labour Conference. The working party was convened at the request of the Preparatory Technical Maritime Conference which was held in London last autumn (L.G., Jan., p. 55) and considered the question of revision by the forthcoming maritime conference of the existing international labour convention on wages, hours of work and manning on board ship.

The preamble to the working party's draft recommendation recognizes "the need for a further instrument which will likewise encourage ILO member states to improve the conditions of employment of seafarers".

At the closing sitting of the working party, Ove Nielsen, Danish government representative, declared that it was the first time in the ILO since 1920 that common agreement had been reached between representatives of shipowners and seafarers on matters relating to wages, hours of work and manning on board ship.

The six governments represented were Argentina, Denmark, France, India, the United Kingdom and the United States, with Japan and The Netherlands as substitutes.

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## Nicaragua Rejoins ILO as 78th Member Country

Nicaragua last month became the 78th member country of the International Labour Organization.

In a letter to David A. Morse, ILO Director-General, Alejandro Montiel Arguello, Nicaraguan Minister of Foreign Affairs, accepted the obligations of ILO membership for his country. As a member

of the United Nations, this Central American republic automatically becomes a member of the ILO once it formally accepts the obligations of the ILO Constitution.

Nicaragua joined the ILO in 1919, the year the Organization was founded under the League of Nations. It withdrew from both the ILO and the League in 1938.

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## ILO Committee Reports on Application of Conventions, Recommendations

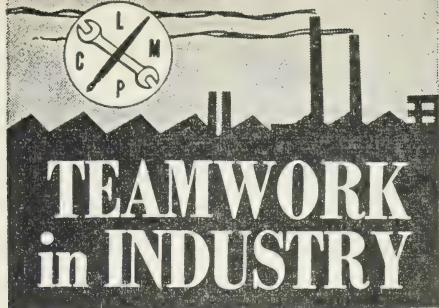
In a review of its first 30 years of activity, the committee of experts on the application of Conventions and Recommendations of the International Labour Organization found an "impressive" increase not only in the number of ratifications of Conventions but also in the geographical distribution.

In the 30-year period, the total of ratifications has risen from 229 to 1,169.

In its unanimous report to be submitted to the International Labour Conference next month, the committee said this increase

represents a striking development both in labour legislation and in the obligations voluntarily assumed by countries throughout the world.

The increase has been accompanied by a much wider geographical distribution of the ratifications, the committee pointed out. "While in 1927 nine-tenths of the ratifications came from European states, now nearly one-half come from non-European states. Among these states are many in the earlier stages of economic and industrial development."



The main function of labour-management committees is to gain employee interest in the many areas where joint consultation is valuable. E. D. Holdup, Superintendent of the Ontario Hydro Electric Commission's R. L. Hearn Generating Station in Toronto, said recently in an interview.

Mr. Holdup said it was very important for members of a joint committee to work as a homogeneous group, and not to think that they represent opposing interests. He pointed out that labour-management committees can do this because they are advisory, and their principal purpose is to bring management and labour together on matters of common interest.

Mr. Holdup's observations were based on his own experience with the Joint Consultation Committee at the Station. Discussions in the Committee centre around health, safety, education, social activities, matters dealing with employee welfare, and plant operations. Since its formation, the Joint Consultation Committee at the Station has been able to assist management in a variety of ways. One of its most important contributions has been in the field of safety and accident prevention.

Although the Ontario Hydro Commission maintains a large and efficient safety organization, the Committee has also been able to contribute to the Station's excellent safety record. Any accidents—and there have been no serious ones—are reviewed at each meeting in an attempt to discover the causes and to eliminate them.

As a further safety aid, the Committee has been instrumental in organizing and sponsoring a first aid safety roster. On the Committee's suggestions, a first aid course was offered to the employees and more than 30 qualified for first aid certificates. A list of all personnel qualified by this course is kept, and management has arranged for at least two or three qualified first aid people to be at work on each shift.

Because the production of electricity is highly technical, the scope for production suggestions at the Station is not great. Despite this limitation, employees in the plant have come up with a variety of ideas and recommendations designed to make work more efficient and easier. Specifically, the Committee's main efforts to improve

plant efficiency have been directed towards finding more efficient ways to use equipment, improving interdepartmental co-operation, better maintenance procedures, elimination of waste, and more effective use of station manpower.

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Through a joint labour-management safety program, management at the Toronto plant of Lever Bros., and the union representing the employees, have been able to develop a well co-ordinated safety program. The Joint Health and Safety Committee at this plant has been active since 1949. Provision for the Committee is found in the collective agreement between the company and Local 32, International Chemical Workers Union (CLC).

The Health and Safety Committee discusses a wide variety of safety subjects including eye protection, foot protection, personal protective equipment and general plant safety hazards. It also advises on methods to promote safety education, to improve safety co-operation between foremen and union stewards, and attempts to find the cause for any accidents and how they may be avoided in future.

While the Committee is an advisory body, both company and union have a great deal of confidence in its recommendations, and they are usually accepted by both. Management and union alternate their representatives on the Committee regularly, so that as many as possible may benefit from the experience.

One of the Committee's most important jobs is to conduct regular safety inspections. In carrying out these inspections the inspection team first spends some time observing the various operations in a given section. All details of the operation are then discussed with the foreman concerned. Reports on the conditions found are made to the Committee. Accurate records of these reports are kept as well as a record of what action is taken on recommendations.

The labour-management safety committee at Lever Bros., provides an excellent opportunity for management and labour to exchange information on safety hazards and accident prevention. Because of this program, the employees are confident that their safety is the concern of both their employer and their union.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during March. The Board issued eight certificates designating bargaining agents, rejected three applications for certification and granted one request for review of decision. During the month the Board received eight applications for certification, allowed the withdrawal of three applications for certification, and received one application for provision for final settlement of differences concerning the meaning or violation of a collective agreement.

### Applications for Certification Granted

1. Brotherhood of Locomotive Engineers, on behalf of locomotive engineers employed by the Wabash Railroad Company on its Buffalo Division, Lines East of Detroit (L.G., Mar., p. 310).

2. Building Service Employees' International Union, Local 244, on behalf of a unit of building service employees employed by the Canadian Broadcasting Corporation at Vancouver (L.G., Mar., p. 311).

3. National Association of Broadcast Employees and Technicians, Local 64, on behalf of a unit of employees of the Newfoundland Broadcasting Co. Ltd., St. John's, Nfld., excluding office and building service employees (L.G., Apr., p. 451).

4. National Association of Broadcast Employees and Technicians on behalf of a unit of employees of Niagara Television Limited, Hamilton, employed in the company's engineering department, film department (studio), news department, and commercial film division (L.G., Apr., p. 452).

5. International Union of Operating Engineers, Local 796, on behalf of a unit of stationary engineers employed by Can-Met Explorations Limited, Township 144, District of Algoma, Ontario (L.G., Apr., p. 452).

6. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1502, on behalf of a unit of transportation inspectors employed by the Ottawa Transportation Commission (L.G., Apr., p. 452).

7. Warehousemen and Miscellaneous Drivers, Local Union 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Hill the Mover (Canada) Limited operating in and out of Toronto (L.G., Apr., p. 452).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard the M.V. *Burnaco* by the Boom Chain Transportation Company, Limited, Vancouver (L.G., Apr., p. 452).

### Applications for Certification Rejected

1. Seafarers' International Union of North America, Canadian District, applicant, and Iron Ore Transport Company Limited, Montreal, respondent (*See Reasons for Judgment below*) (L.G., Nov. 1956, p. 1404).

2. Seafarers' International Union of North America, Canadian District, applicant, and Westriver Ore Transports, Limited, Montreal, respondent (*See Reasons for Judgment below*) (L.G., Nov. 1956, p. 1404).

3. Cold Storage, Grain Workers and General Maintenance Union, Local No. 1, National Harbours Board, Halifax, N.S., applicant, and National Harbours Board, Halifax, N.S., respondent. The Board made the decision that the application should not be entertained in the circumstances of this case and in the light of the Board's Rules of Procedure concerning the time of filing a second application (L.G., Apr., p. 452).

### Request for Review of Decision Granted

Association of Atomic Energy Technicians and Draftsmen, Local 165, of the American Federation of Technical Engineers, applicant, and Atomic Energy of Canada, Limited, respondent. The certificate issued on

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

September 10, 1953 (L.G. 1953, p. 1627) was amended to include in the bargaining unit employees at Chalk River, Ont., classified as laboratory service assistant, laboratory service supervisor 1, and laboratory supervisor 2.

### Applications for Certification Received

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard the M.V. *Imperial Vancouver* by Imperial Oil Limited, Marine Division, Vancouver (Investigating Officer: D. S. Tysoe).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard the motor vessels *Imperial Nanaimo*

and *Imperial Namu* by Imperial Oil Limited, British Columbia Marketing Division, Vancouver (Investigating Officer: D. S. Tysoe).

3. United Marine Workers Division of District 50, United Mine Workers of America, on behalf of unlicensed personnel aboard vessels operated by the Clarke Steamship Co. Limited and its associated companies: La Compagnie de Transport du Bas St-Laurent Ltée, Magdalen Islands Transportation Company Limited, North Coast Steamship Co. Ltd., North Pioneer Steamship Co. Ltd., Gulf Ports Steamship Co. Ltd., Terra Nova Steamship Co. Ltd., La Traverse Rivière-du-Loup St. Simeon Limitée, and La Compagnie de Navigation Charlevoix-Saguenay Limitée (Investigating Officer: C. E. Poirier).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

4. Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Deluxe Transportation Limited, North Bay, Ont. (Investigating Officer: A. B. Whitfield).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard the *John W. McKay*, operated out of Halifax, N.S., by the Commercial Cable Company Limited (Investigating Officer: C. E. Poirier).

6. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of employees of Husband Transport Limited, Montreal (Investigating Officer: Remi Duquette).

7. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Soo-Security Freight Lines Ltd., Regina, Sask. (Investigating Officer: J. S. Gunn).

8. International Longshoremen's and Warehousemen's Union, Local 513, on behalf of a unit of longshoremen employed

by the Elk Falls Company Limited, Duncan Bay, B.C. (Investigating Officer: D. S. Tysoe).

### Applications for Certification Withdrawn

1. International Brotherhood of Electrical Workers, Local 213, applicant, and Canadian Pacific Air Lines Limited, Vancouver International Airport, Sea Island, B.C., respondent (L.G., Mar., p. 310).

2. International Brotherhood of Electrical Workers, Local 424, applicant, and Canadian Pacific Air Lines Limited, Edmonton, respondent (L.G., Apr., p. 451).

3. International Longshoremen's and Warehousemen's Union, Local 512, applicant, and Empire Stevedoring Company Ltd., Vancouver, respondent (grain locker maintenance employees) (L.G., Mar., p. 310).

### Application under Section 19 of Act

Application for provision for final settlement of differences concerning the meaning or violation of the collective agreement affecting the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local No. 31, applicant, and Sabre Freight Lines Limited, Windsor, Ont., respondent.

## Reasons for Judgment in Certification Applications Affecting

I. Seafarers' International Union of North America, Canadian District  
and  
Iron Ore Transport Company, Limited  
and  
National Union of Seamen (Intervener)

II. Seafarers' International Union of North America, Canadian District  
and  
Westriver Ore Transports, Limited  
and  
National Union of Seamen (Intervener)

The Board consisted of C. R. Smith, Chairman, and Messrs. W. L. Best, E. R. Complin, J. A. D'Aoust, A. J. Hills, A. R. Mosher and A. C. Ross, members.

### Reasons for Judgment

These are two applications for certification as bargaining agent for units of employees of the respondents made with regard to the unlicensed employees employed aboard the vessels *Sept-Iles*, *Ruth Lake*, *Knob Lake* and *Westriver*, the application in respect of Iron Ore Transport Company, Limited, having reference to personnel on

the first three named vessels and the application in respect of Westriver Ore Transports, Limited, having reference to personnel on the last-named vessel, *Westriver*. It was agreed that the two applications should be heard together as the issues involved were similar.

The two companies, named in the applications as owners of the vessels, are incorporated under the Canadian Companies Act. The vessels are registered in the United Kingdom. Management agreements have been entered into by each

company with C. T. Bowring and Company Limited, an English company, whereby the latter supplies the masters and crews for the vessels. It hires the crews and pays their wages. In return, the owner company pays the Bowring Company a fixed fee for its services and reimburses it for its disbursements for wages and certain other expenses. The owner company controls the destination of the vessel and the nature of its work.

In 1956, for a period of more than six months, these vessels were engaged continuously in Canadian waters carrying iron ore from Sept Iles to Contrecoeur, Que. This was the regular run, but occasionally, if the ore hoppers at Contrecoeur were full, a vessel might run from Sept Iles to Philadelphia or some other port where the ore would be unloaded. From about the end of the navigation season in the St. Lawrence River in the late fall of 1956 the vessels have been engaged in other waters, entirely outside Canada.

The evidence indicates that of the crews of these vessels there is only one man who is a Canadian, practically all of the rest, from the masters down, being British. All were engaged in England to serve in these vessels. They were all signed on under the (British) Merchant Shipping Act, 1894, which requires the master of a ship to enter into agreements with all seamen taken to sea from a port in the United Kingdom. The agreements made in respect of the crews of these ships are quite detailed, specifying, among other things, the maximum length of the voyage, the amount of food to be provided for the crew and other conditions of service, as well as the monthly wages to be paid.

It was argued that one of the vessels affected by this application, the *Knob Lake*, was not owned by the Iron Ore Transport Company, Limited, but by a Bermuda company, the Panoceanic Navigation Company Limited, that the employer in respect of these crews was not the owner of the vessel but in each case was the Bowring Company, and also that the Board had no jurisdiction because the Industrial Relations and Disputes Investigation Act did not apply to the vessels in question.

The Board deems it unnecessary to examine the first two of these points of argument or to discuss the third point at any length, by reason of the decision it has reached on two further questions.

In the Board's opinion the terms of the Industrial Relations and Disputes Investigation Act are wide enough to enable the Board to exercise jurisdiction in respect of the crews of these vessels, but two vital

questions remain. Is the Board required to exercise jurisdiction, and if not, do the circumstances of this case disclose a situation in which the Board should exercise jurisdiction?

The rules of international law have a bearing on these questions and require consideration. In the first place, Canadian law recognizes the rule of international maritime law that the nationality of a ship is determined not by the nationality of its owner but by the state in which it is registered and whose flag it flies. Under this rule these ships, therefore, are to be regarded as British ships, not Canadian ships. By Canadian as well as international law Canadian courts have no jurisdiction over the ships and crews of other states except when they are within Canadian territorial waters. Again under international law, recognized by Canada, one state through its courts or otherwise, for reasons of comity, may and usually does refuse to exercise jurisdiction over the ships and crews of another state while in the territorial waters of the first, in respect of many matters and particularly in respect of matters of internal management or discipline or relations between the master and crew. Labour relations are included within the terms "internal management" and "relations between the master and crew".

This being the position in international law, the further question arises: Does the Industrial Relations and Disputes Investigation Act require the Board to exercise jurisdiction under the circumstances of this case? Unless the wording used by Parliament clearly indicates a contrary intention, the courts of Canada interpret legislation in accordance with the rules of international law. The Board has found nothing in the Industrial Relations and Disputes Investigation Act which requires the Board to exercise jurisdiction where international law for reasons of comity would justify refusal to do so. The Board has therefore come to the conclusion that while it possesses jurisdiction to deal with applications affecting the crews of these vessels, it may in its discretion refuse to exercise jurisdiction.

Certain additional facts should now be mentioned. The evidence indicates that all members of the crews of these vessels are required to be members of the National Union of Seamen (a British union), and that this union is the sole bargaining agent for all ratings on British registered ships, with certain specific exceptions which do not affect the position in this case. The evidence further indicates that each rating

who signs on articles for service on a British merchant ship is also required to sign a document undertaking to abide by the decisions of the National Maritime Board (of Great Britain). He is also entitled to the benefit of such decisions. The Board was informed that the National Maritime Board is a negotiating body composed of representatives of shipowners on the one side and union representatives of ratings, officers, carpenters and others on the other side. It appears to the Board to be obvious that the National Union of Seamen negotiates in the National Maritime Board as agent for its members, including the crews of these vessels.

From an examination of all of the evidence the conclusion appears inescapable that at the time articles for service on these vessels were signed, the owner company, the Bowring Company, the masters and the ratings all intended that the rights and liabilities of the ratings should be governed by British law.

After careful consideration of all the facts and circumstances affecting these applications and in view of the apparent intention of all parties concerned that British law should govern the labour relations of the ratings on these vessels, the Board has come to the conclusion that the case is one in which, for reasons of comity, it should decline to exercise jurisdiction. The applications are therefore refused.

(Sgd.) C. R. SMITH,  
for the Board

*For the Applicant:*

GORDON F. HENDERSON, Esq., Q.C.  
R. H. McKERCHER, Esq.  
LEONARD J. McLAUGHLIN, Esq.  
DON SWAIT, Esq.  
JOSEPH STERN, Esq.

*For the Respondent:*

HUGH E. O'DONNELL, Esq., Q.C.  
ERROL K. McDougall, Esq., Q.C.  
Capt. C. T. PITT

*For the Intervener:*

GEORGE THOMPSON, Esq.

Dated at Ottawa, April 3, 1957.

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Consolidated Dennison Mines Limited, Spragge, Ont., and Local 1001, Blind River and District Mine and Mill Workers, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough).

2. National Harbours Board, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: R. Duquette).

3. National Harbours Board, Prescott, and National Harbours Board Employees' Association of Prescott (Conciliation Officer: F. J. Ainsborough).

4. Canadian Shipping Federation of Canada, Montreal, and Local 375, International Longshoremen's Association (Conciliation Officer: R. Duquette).

5. Consolidated Dennison Mines Limited, Spragge, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough).

### Settlements by Conciliation Officers

1. Robin Hood Flour Mills, Moose Jaw, and Local 201, Flour and Cereal Workers Division, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., April, p. 453).

2. Empire Stevedoring Company Limited, Vancouver, and Local 512, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie), (L.G., March, p. 312).

### Conciliation Board Appointed

Consolidated Dennison Mines Limited, Spragge, Ont., and Local 1001, Blind River and District Mine and Mill Workers, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough) (see above).

### Board Reports Received during Month

1. Eldorado Mining and Refining Limited (Beaverlodge Operations) and International Union of Mine, Mill and Smelter Workers, Local 913, (L.G., March, p. 312). The text of the report is reproduced below.

2. Radio Saguenay Limited (Station CKRS), Jonquière, Que., and the National Association of Broadcast Employees and Technicians (L.G., April, p. 453). The text of the report is reproduced below.

3. Canadian National Steamships (West Indies) Limited, and Seafarers' International Union of North America (L.G., Feb., p. 176). The text of the report is reproduced below.

4. Dominion Shipping Company Limited and Seafarers International Union of North America, Canadian District (L.G., March, p. 312). The text of the report is reproduced below.

## Settlement Following Board Procedure

Radio Saguenay Limited (CKRS) Jonquière, Que., and National Association of Broadcast Employees and Technicians (see above).

## Dispute Not Settled after Board Procedure

Brett-Young Seeds Limited, Winnipeg, and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, Local 338 (L.G., Dec. 1956, p. 1546).

# Report of Board in Dispute between

Eldorado Mining and Refining Limited

and

International Union of Mine, Mill and Smelter Workers

Pursuant to the provisions in that behalf contained in Section 32 (3) of the Industrial Relations and Disputes Investigation Act, the Chairman after consultation with the other members of the Board fixed two o'clock, in the afternoon, on Monday, the 4th day of March, A.D. 1957, in the staff room of Eldorado Mining & Refining Limited at Eldorado as the time, date and place for the commencement of the meetings of the Conciliation Board and the Board met at the said time and place on the 4th, 5th and 6th days of March, 1957.

The company was represented by Mr. R. J. Henry, the Vice-President of the company, Mr. W. M. Gilchrist, the Manager of the Beaverlodge operation of the company, Mr. H. E. Lake, the Assistant Manager of the Beaverlodge operation of the company, C. W. Clement, QC, of Edmonton, Alta., Counsel for the company, Mr. C. B. Bachenis, Personnel Officer for the Beaverlodge operation of the company, Mr. R. C. Powell, Secretary of the Beaverlodge operation of the company, Mr. J. M. Douglas, Mine Superintendent of the Beaverlodge operation of the company, H. Blow, Superintendent of the Safety and Ventilation Department of the Beaverlodge operation of the company. The union was represented by Mr. William Longridge, Secretary-Treasurer of the United Mine, Mill and Smelter Workers in Canada, Mr. John Moffat, National Organizer of United Mine, Mill and Smelter Workers in Canada, Mr. Thomas Doschiwyk, Local President of Beaverlodge Local 913, Mr. Aldège Grenier, Vice-President of the said Local, Mr. Syl. Pineau, Shop Steward of the said

Local, and Mr. William Wilson and Mr. A. Kopp, members of the bargaining committee of the said Local.

Mr. Longridge on behalf of the Union presented a formal submission which was filed as Exhibit "Union No. 1" to which was attached a printed copy of the collective bargaining agreement which was made on the 7th day of February, A.D. 1956, between the company and Local 913 of the Union, and a number of schedules referred to as Exhibits "B", "C", "D" and "E" setting forth supplementary information referred to in the formal submission, Mr. Longridge then proceeded to explain and discuss the submission so presented and filed. In the course of doing this he was

During March, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with matters in dispute between Local 913, International Union of Mine, Mill and Smelter Workers, and Eldorado Mining and Refining Limited, Eldorado, Sask.

The Board was under the chairmanship of His Honour Mr. Justice H. F. Thomson, who was appointed by the Minister in the absence of a joint recommendation from the other two members, S. H. McCuaig, QC, Edmonton, and Leo Nimsick, MLA, Kimberley, nominees of the company and Union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Nimsick. The minority report was submitted by Mr. McCuaig.

The text of the report is reproduced here.

questioned from time to time by members of the Board and by representatives of the company.

Following the presentation of the Union's case, Mr. Gilchrist on behalf of the company presented a formal submission, which was filed as Exhibit "Coy. 1" to which were attached a number of schedules or tabulations which were referred to therein as appendices 1, 2, 3, 4, 5, 6 and 7 respectively. He thereupon proceeded to explain and discuss the various matters referred to in the said submission.

The explanations given by Mr. Gilchrist were supplemented by additional information furnished by Mr. Henry, Mr. Bachenis, Mr. Powell and other representatives of the company and the case for the company was then summarized and amplified by Mr. Clement, Counsel of the company.

A full opportunity was given to the members of the Board and to the representatives of the negotiating parties to ask questions and a general discussion ensued. The proposals submitted by the parties were fully examined and discussed. A full opportunity was given to each side to make any further and other representations and submit other arguments as they might wish. Fortunately it was not necessary to subpoena any witnesses.

It soon became evident that it would not be difficult to reach an agreement in regard to a number of the matters which have heretofore been discussed by the representatives of the negotiating parties. It was, however, found impossible to bring the parties to an agreement in regard to the following matters:—

- (a) Wages,
- (b) The inclusion of a suitable provision to set up a contract committee to examine and negotiate contracts for underground work,
- (c) Union security.

The item which presented by far the greatest difficulty is "wages". It was very difficult to get either party to formulate a definite proposal but in the discussions the parties were gradually brought closer and closer together until finally the representatives of the Union made an offer.

It was met by a counter-proposal from the company. The said proposal and counter-proposal were discussed at length for several meetings but the Board found it impossible to reconcile the differences, or to obtain an agreement, and it is necessary for the Board to formulate a proposal in regard to wages which it thinks would be fair and reasonable to both parties.

After giving the matter its best consideration the Board is of the opinion that

the following arrangement in regard to wages would in fact be fair and reasonable:

- (a) That in the new agreement the parties should adopt the classification of employees set out in Exhibit "E" to the submission or brief filed by the Union as Exhibit "Union No. 1".
- (b) That the wages to be paid to employees of the various classifications during the year 1957 should be the wages set out for such classifications in said Exhibit "E" provided that underground employees who are presently paid at the rate of \$1.75 per hour and labourers and helpers should be paid an additional two cents (2c.) per hour.
- (c) That for the year 1958 there should be a general increase in the wages of all the said employees of five per cent (5%) across the board.

The members of the Board have given a great deal of consideration to the advisability of including some provision in regard to the establishment of an underground contracts committee and would recommend that the new agreement should contain a provision to the following effect:—

An employee shall at any time have the privilege of applying to his supervisor to review the method of calculating his incentive bonus or the charge for any item of supply and to request that the rate or charge be re-studied. The employee may be accompanied to any such conference by two fellow employees who shall be experienced miners and members of a committee to be named for that purpose by the Union.

The question of union security has also been a difficult one and here again the members of the Board feel that there should be some compromise and it therefore recommends that there should be included in the new agreement to be signed by the parties a provision for a voluntary revocable check-off to the following effect:—

*Voluntary Revocable Check-off:*

- (a) The company shall, during the term of the agreement honour a written request by an employee for the deduction and remittance of dues, fees and assessments (excluding fines) payable to the Union. Such written request may be revoked at any time by notice in writing to the company.
- (b) The company shall remit to the Union monthly the sums so deducted together with a written statement showing the names of the employees from whom the deductions were made and the amount of each deduction.
- (c) The company shall not be obliged to deduct and remit the said sums unless it has on hand wages which would otherwise be paid to the employee.
- (d) If an employee revokes his request in writing the company shall notify the Union of the revocation at the same time that it forwards its next monthly deductions.

- (e) When an employee who has a written request in good standing leaves the employ of the company, the company shall forward the written request to the Union and the Union shall send the company a receipt for same.

There is set out in Exhibit "B" to the submission or brief filed by the Union as Exhibit "Union No. 1" a number of matters which have been the subject of negotiation between the parties in their prior negotiations. In going into these, however, the Board found that most of them had either been settled or withdrawn. The Union has not abandoned the others but in the hope of obtaining an agreement has not particularly pressed the same and under the circumstances the Board assumes that it is not necessary to make any special finding or report in regard thereto.

In its presentation the representatives of the company were at some pains to explain that it had done many things to reduce the cost of living for its employees, to provide conveniences for their enjoyment and to improve living conditions in a plant which, admittedly, is in an isolated area. It has also provided many benefits including a company store which sells to employees at cost and a well-thought-out welfare plan. It is not necessary to itemize these various benefits and conveniences in detail. It is sufficient to say that the members of the Board are much impressed by them and do believe that, in the aggregate, these various benefits and conveniences result in material savings to the employees, which is something which must be taken into account in considering wage rates.

The agreement which has heretofore been in force was terminated as of the end of 1956. It is common ground therefore that this agreement should be retroactive to the first day of January, 1957, and the recommendations herein contained are made on the assumption that the new agreement will bear that date.

All of which is respectfully submitted this 6th day of March, A.D. 1957.

(Sgd.) HAROLD F. THOMSON,  
*Chairman.*

(Sgd.) LEO T. NIMSICK,  
*Member.*

### MINORITY REPORT

I find it necessary to dissent from my colleagues on the Board for the following reasons:

1. It was made clear at the hearing from the evidence of experts in the uranium field that there is an ever-increasing supply of this mineral being found in various parts

of the world, with large prospective production which will increase from year to year. It is impossible to say at the present time whether the increase can be absorbed and there is a distinct possibility that the market may reach the saturation point. Additionally, we were told that the product of this and other Canadian mines eventually reached the United States and is sold at a fixed price over a period of years with no provision for a variation in the price upward if the company is involved in higher costs of production. For these reasons, management must exercise extreme care in holding to established costs.

2. There is abundant indication that the company is carefully managed in the best interests of the people of Canada and those who find employment there. There was no indication at the hearing of any dissatisfaction among the workers or the staff. Everything possible has been done to provide for their comfort and convenience.

3. In order to offset the disadvantages—and there are some—of living in an area which can only be reached by air in the winter months and by boat in summer, and to offset the higher costs of living, many provisions have been made by the company to absorb these increased costs and to make living more attractive. These were detailed to the Board at the hearing and it is unnecessary to repeat them. It has been stated that their value to the employee amounts to the equivalent of 37c. per hour and has involved the company in very substantial outlays. These considerations have emanated from a genuine desire on the part of management to make the cost of living as near as possible equal to that which pertains in the older established areas of the West. These have not been conceded as the result of "bargaining" and it is possible for this reason sufficient emphasis has not been placed on their value.

4. It is in the interests of Labour itself to resist the inflationary tendencies which are the subject of concern to thinking Canadians. The periodic demand for wage increases which in many cases arise annually is having an adverse effect on our economy and could conceivably price us out of world markets. This fact was stressed at the hearing.

5. Eldorado has no monopoly on the supply of uranium and therefore cannot disregard world competition, nor can it pass along additional costs of production when compelled to sell at a fixed price.

6. In the brief of the Union, Exhibit "E" is set out a schedule of wages prepared by the management of Eldorado after careful consideration of the comparative values

of an hourly basis of the employees in the bargaining unit. I am not prepared to say that management has under-estimated the value of the services in the over-all picture rendered by underground employees, labourers and helpers as must be inferred from the majority report, and it is my view that to take these three classes and treat them in a special category is neither fair to management nor to other employees.

I am moved to go along part way with my colleagues, taking into account the trend of the negotiations before the Board, and my recommendations are as follows:—

- (a) That the company should pay the schedule of wages for the year 1957 set out in Exhibit "E".
- (b) That payment on the 1957 schedule of wages so established should be paid for the year 1958 with a 5% increase.
- (c) That no other changes be made in the agreement at this time.

Dated at Edmonton, Alberta, this 7th day of March, A.D. 1957.

(Sgd.) S. H. McCuaig,  
*Member.*

## Report of Board in Dispute between

Radio Saguenay Limited (Station CKRS)

and

National Association of Broadcast Employees and Technicians

(Translation)

The Board that was established to deal with the dispute between the above-mentioned parties begs to submit the following report:

The present dispute arose from bargaining undertaken between the parties for the drawing up of a collective agreement.

The parties having been unable to agree on certain points, a conciliation officer was, accordingly, appointed under the terms of the Act. Further negotiations were unsuccessful in bringing about unanimous agreement on all the points at issue and the present Board was therefore set up.

The present Board having been set up and steps having been taken with a view to the holding of meetings in order to hear

the parties, the latter held further negotiations and came to an understanding. They accepted a collective agreement which was filed, in duplicate, with the Board. This agreement, in duplicate, is attached to the present report. The parties have requested, however, that the agreement be confirmed and received by the present Board of Conciliation.

The Board appointed on January 8, 1957, by the Honourable Minister of Labour, under the terms of the Act, was made up as follows:

Chairman: Honourable Mr. Justice Edouard Tellier.

Members: Eugène Lacasse, Employer's Nominee; Robert Auclair, Union Nominee.

The Members of the Board have examined the contract, duly signed by the authorized parties.

In so far as it may be necessary, and in view of the request made by the parties, the Board confirms the agreement reached between the parties and gives them proof thereof.

All of which is respectfully submitted.

(Sgd.) EDOUARD TELLIER,  
*Chairman.*

(Sgd.) EUGÈNE LACASSE,  
*Member.*

(Sgd.) ROBERT AUCLAIR,  
*Member.*

Montreal, March 19, 1957.

During March, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to hear a dispute between National Association of Broadcast Employees and Technicians and Radio Saguenay Limited (Station CKRS) Jonquière, Que.

The Board was under the Chairmanship of His Honour Mr. Justice Edouard Tellier, Montreal, who was appointed by the Minister in the absence of a joint recommendation from the other two members, Eugène Lacasse, Montreal, and Robert Auclair, Arvida, nominees of the company and union.

The text of the unanimous report is reproduced here.

# Report of Board in Dispute between

## Canadian National Steamships (West Indies) Limited and Seafarers' International Union of North America

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, Ont., Mr. Louis Laberge of Montreal, Que., and Mr. Philip F. Vineberg, Advocate, of Montreal, Que., has met the parties in the City of Montreal on January 7th and 8th, 1957. The parties were represented as follows:

### *For the Union—*

Mr. Leonard J. McLaughlin, Secretary-Treasurer,  
Mr. E. Bedford, Committeeman,  
Mr. F. Barlow, Committeeman,  
Mr. R. Greaves, Committeeman,  
Capt. J. DesLauriers,  
and in the afternoon of the first day, replacing Capt. DesLauriers, Capt. Plamondon.

### *For the Company—*

Mr. J. A. Sauve, General Manager, Canadian National Steamships,  
Mr. T. A. Johnstone, Manager Labour Relations, Canadian National Railways,  
Capt. P. A. Kelly, Asst. General Manager, Canadian National Steamships,  
Mr. H. Abbott, Asst. Manager Labour Relations, Canadian National Railways,  
Capt. D. C. Wallace, Marine Superintendent, Canadian National Steamships,  
Mr. W. Adie, Engineering Superintendent, Canadian National Steamships,  
Mr. W. S. Mason, Labour Relations Assistant, Canadian National Railways.

The case on behalf of the Union was conducted by Mr. McLaughlin, and on behalf of the Company by Mr. Sauve.

The requests made on behalf of the Union were some thirteen in number in addition to the request for wage improvement. Before dealing with the particular issues involved here, it does seem to us that we should deal generally with the situation which is involved in this particular conciliation. In the first place, this matter involving this Company was before a conciliation board in 1953. The chairman of that conciliation board happens to be the same chairman as the Chairman of this Conciliation Board, and in dealing with the general situation that Conciliation Board pointed out to the parties the danger which would be involved in increasing the cost of the operation of ships under the Canadian Flag. At that time, there were

a great many more ships involved in the Canadian fleet sailing from the eastern ports under the Canadian Flag than is the case today. As this Board understands it, from the evidence given us there remains under the Canadian Flag operating out of the eastern ports in the dry cargo ships only some eleven ships, of which eight are operated by this Company. It is a matter of record that after the difficulties were pointed out in the report of that conciliation board a strike was had and wage rates were increased. That strike followed by increased labour cost was enough to deplete the then existing fleet to the level that we have set out here. It may be that there were other factors involved in this depletion, but it is significant that the prediction of 1953 has become a reality.

Today we find that Canadian labour rates, as they exist at the present time, are very substantially higher than the competing labour rates in Norwegian and British freighters. An example is to be found in the rate of an A.B., where on Canadian ships he is paid \$204.00 per month, on United Kingdom ships he is paid \$78.76 per month and on Norwegian ships he is paid \$90.95 per month. The comparison insofar as Ordinary Seaman is \$178.50 per month in Canadian ships, \$34.38 in ships of the United Kingdom and \$78.51 in Norwegian ships. The Cook in Canadian ships is paid \$241.00 per month, \$99.45 in ships of the United Kingdom and \$101.83 in ships

During March, the Minister of Labour received the majority and minority reports of the Board of Conciliation established to deal with the dispute between the Seafarers' International Union of North America, Canadian District, and Canadian National Steamships (West Indies) Limited.

The Board was under the chairmanship of His Honour Judge W. S. Lane, Picton, Ont., who was appointed by the Minister in the absence of a joint recommendation from the other two members, Philip F. Vineberg and Louis Laberge, both of Montreal, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the chairman and Mr. Vineberg. The minority report was submitted by Mr. Laberge.

The text of the report is reproduced here.

of the Norwegian registry. We could go on indefinitely making these types of comparisons, but surely it is sufficient to point out that the comparisons of the other categories bear at least the same ratio to these classifications, and ships of Norwegian and British registry are competing in the market for freight that this Company hopes to haul. In addition, a comparison was shown to us of freight rates which have been recently substantially reduced by a competitor in the Jamaica traffic as well as the rates applicable from Trinidad, Demerara and Barbados. These reductions are not insignificant but are most substantial and alone would jeopardize the business of this Company which hauls on these routes and gets its business from these West Indies islands. This is far different from the situation which has existed on the Great Lakes, where the Union secured a substantial increase in pay for their membership and immediately the rates were substantially increased, in the case of wheat and rye from 13½c per bushel to 16c, in the case of barley from 12¼c to 15½c, and in the case of oats from 11½c to 13c per bushel. In addition, other freight rates were increased, 15c per ton on paper, 20c per ton on pig iron, etc. On this basis, then, it would seem to us that there is very little validity between a comparison based upon the situation on the Great Lakes and the situation as it exists in the deep sea, at least on the East Coast.

The Union has sought to bring its case to us not on the basis of comparison of rates paid on ships of other countries, but on the basis of a comparison of rates paid on ships of the Great Lakes and on comparison of rates paid in industry ashore. We were not given a comparison of United States rates on this conciliation, although we do understand that they might be higher, nor were we given by the Union a comparison of the rates of any other country which, on the basis of the Company's evidence set out above, are substantially lower. It seems proper for us to recognize the fact that the comparison with industry ashore presupposes that mechanization and efficiency is relatively on the same level afloat as ashore, otherwise such a comparison would be unfair. We make this statement because much of the industrial progress insofar as wages ashore are concerned is directly attributable to an advanced level of mechanization and industrial efficiency, which has been built up in shore industry over the years. No such advance, however, has taken place technologically on ships. It may be that such an advance will take place in the future, but the ships of today to a

great extent operate as they did some years ago. In addition, we must recognize that to a large extent wages ashore are dictated by conditions brought about to a degree by Canadian consumption of Canadian goods, or to an extent by a protected economy, while conditions at sea are in no such position. The ships of Canada and this Company in particular must compete with the ships of Britain, Norway and other countries for their pay loads. While we appreciate that there is something to be said for a comparison of conditions at sea with conditions on shore because the men at sea are drawn from the shore population in Canada, it is an approach which is difficult to justify when we realize and the Union must realize and the men themselves must realize that no Company can be expected to operate if it is continually operating at a substantial deficit. It's true that this Company is owned by the Government, but no government could be expected to allow it on the basis of an eight-ship operation to go in the red to the extent that the demands here would make imperative unless there is some relief to be found from some other source. It would seem to us that, in the absence of subsidies or some unexpected source of revenue, under conditions as they exist today the men working on these ships out of Eastern Canadian ports, if operating costs are increased, must be prepared to accept the inevitable conclusion that these ships will cease to operate and that any increase of a substantial nature in operating costs will spell the end of this Company's operation to the West Indies.

The first demand with which we propose to deal is a demand covered by the request for amendment of Section 17. Here the Union has demanded that the present clause be altered to provide for light lunches consisting of cold meat, canned foods, tea and coffee. This request was not in its present form satisfactory to the Company, but the Company did agree that they would provide canned fish and tea in addition to the provisions set out in the present agreement, and this being satisfactory to the Union we consider this particular demand to have been settled, contingent always, of course, upon the final settlement of the whole agreement.

The next demand was a demand covering an amendment to Section 19 of Article 2. The present section calls for a meal allowance under certain circumstances of 85c per meal and a \$3.00 allowance for sleeping accommodation per night. The Union proposal was to raise the 85c for meal allowance to \$1.50 and the \$3.00 to \$8.00 for sleeping accommodation. The Board felt

that the request was considerably exaggerated in amount and not justifiable, but that justice to both the Company and the Union might be done if the meal allowance were raised to \$1.00 per meal and the room allowance raised to \$4.00 per night. It would seem to us that proper accommodation and proper meals could be obtained at these prices when they would be required and we, therefore, make our recommendations on this basis.

The next request was in connection with Article 3, Section 1 (d), stand-by wages in port for unlicensed personnel not under articles. The section in question reads as follows:

When members of the unlicensed personnel not under articles are employed, they shall be paid the following hourly rates: Straight time—\$1.25 per hour;

After eight hours and on Saturdays, Sundays and holidays they shall receive time and one-half.

Except in cases where regular stand-by shore gangs are employed, all requirements shall be hired in accordance with Section 1, Article 1.

The Union asks that this be completely altered and the following substituted:

When members of the unlicensed personnel not under articles are employed, they shall be paid the regular hourly rate and, in addition, shall receive the usual allowance for room and meals as contained in Article 2, Section 19, of this Agreement.

This proposal was not satisfactory to the Company. We can understand the Company's position in this matter. However, it does seem to us that there might very well be an increase here in the rates set out in the present Agreement and we have felt that that rate should be increased to \$1.32 per hour but that it should remain in the context and be written into the present section instead of the present rate. Mr. Laberge does not concur in this recommendation, as he feels that the rate of \$1.32 recommended by the majority is not sufficiently high and should be not less than \$1.55 per hour.

The next request is in connection with Article 3, Section 2 (c), and involves a request for a forty-hour week at sea. The Company has already agreed in principle to the forty-hour week insofar as it is possible to work it out. This, of course, does not apply at sea, where the men have to work a forty-eight hour week. It would seem to us that this request cannot possibly be worked out except by increasing the manning scale or by paying overtime for extra time worked over forty hours. It would, therefore, seem that if it were agreed to by management, the result would be a necessary payment of overtime rather than holding management to the forty-hour week

by the threat of a penalty of overtime. It would, therefore, appear that this request for a forty-hour week at sea is, in reality, a wage request. Since this is the case, it does not in our opinion appear to be realistic. This Company can ill-afford to pay unnecessary overtime and to place such a penalty payment in the agreement does not appear to us to be real. We, therefore, feel that this proposal is not justified in any light if it is the desire of the men working on these ships to continue in their jobs.

The next request with which we propose to deal is in connection with Section 4 of Article 3, and deals with overtime rates. The Union has requested here that the overtime rates be substantially raised. They ask in the case of boatswain, carpenter, donkeyman and first class cook that they be raised to \$2.25 per hour from 95c; in the case of able seaman, oiler, second class cook and second steward to \$2.00 from 85c per hour; in the case of ordinary seaman, fireman, mess man, to \$1.75 from 75c per hour; and in the case of deck boy, utility boy, mess boy, galley boy, wiper and trimmer to \$1.60 per hour from 75c. This request would involve a very substantial expenditure. The overtime rates do appear to this Board to be somewhat low. At the same time, it must be remembered that these rates for overtime are premium and the man who receives them for doing the work is also receiving his regular pay. Even bearing this in mind, the Board feels that the rates should be increased. It appears to the majority of the Board, the Chairman and Mr. Vineberg, that the rates for overtime for the first group should be raised to \$1.25 per hour, for the second group to \$1.15 per hour and for the third group to \$1.05 per hour. Mr. Laberge dissents in that he would increase the rates of the first group to \$1.60, the second group to \$1.50 and the third group to \$1.40.

The next request is in connection with Article 3, Section 13, which is longshore work by crew. The Union here seeks to secure a provision that, in addition to the regular wage of any crew member who is required to drive winches for the purpose of handling cargo, he shall be paid the same rates as those in effect at the closest Canadian port where recognized agreement exists between the longshoremen and shippers, plus overtime of time and one-half if such work is to be performed on Saturdays, Sundays or holidays. It would seem to this Board that this request is merely a request to make it impossible for the Company to operate in an emergency and, while we recognize the basis upon

which this request is made from the Union's standpoint, we do not feel that it is justified on all the facts. However, we do feel that it would be well to add to the present clause in the contract that the Company shall under no circumstances use the personnel for the purpose of driving winches or handling cargo unless such use is really necessary, and that if such use is necessary then they be paid on the terms of the present Agreement.

The next request is in connection with Article 3, Section 20, covering marine disaster. The present clause calls for the payment of \$150.00 in case of marine disaster or shipwreck. The Union has asked that this be increased to \$500.00. We feel that this request is somewhat high but that \$150.00 is probably somewhat low. We do feel, however, that \$250.00 should cover any loss which would be occasioned to the average unlicensed man on a ship even in this day and we recommend, therefore, that the amount be increased to \$250.00.

The next request is a proposed new section to be added to Article 3 as Section 21, and is a proposal for wages in event of hostilities and is in the following form:

It is understood between the parties to this Agreement that in the event of hostilities, war, or in the event a vessel is required to sail in hostile waters, this Agreement may be opened for the purpose of discussing wages and/or war bonus provisions.

We think every member of this Board would agree that there should be a war bonus provision to cover the personnel of a ship which is required to enter a war zone. The issue, however, is not quite as simple as it would appear on the surface, because it is hardly the responsibility of any company to provide for this eventuality. War bonuses have always been and are in their nature a matter of government responsibility, not the responsibility of any particular company. To saddle this Company with a responsibility which stems from society in general is not realistic to the bargaining table and the majority of this Board, the Chairman and Mr. Vineberg, feel that, under the circumstances, we must recommend that no such section be written into the Agreement. Any war bonus which may be given is a matter which must come from the constituted authority as such. Mr. Laberge, on the other hand, takes the position that any matter of this type is properly a matter of negotiation and there is no reason why the Company, in this instance, should not assume that responsibility and be prepared to open the agreement in the event of such a catastrophe. He sees no reason why the responsibility is solely a government responsibility.

The next request with which we propose to deal is in connection with Article 4, Section 1, statutory holidays. In this connection, the Union has asked for two additional paid statutory holidays. In view of the fact that we are making certain proposals which we realize will affect the cost of the operation of this Company substantially, and in view of the fact that the cost factor involved here is so important to the continued operation of this Company, we do not feel that this request is of substantial importance to warrant complicating the issue here by making a recommendation on this point.

The next request is a request dealing with night and gangway watches. The Union alleges that certain night and gangway watchmen have been on occasion ordered by the officer of the watch to do other work and, as a result, have been forced to leave their position of responsibility unattended and that this is not a safe procedure. We think with this the Board and even the Company will agree. However, we do not agree that the clause itself should be seriously changed, but we do feel that an addition might very well be written into it which prohibits the night watchmen or gangway watchmen, as the case may be, from being ordered to do other work unless they are replaced in their duties.

The next request was in connection with the duties of firemen in port, an amendment of Section 3 (a) of Article 6. Essentially, the request here is for overtime payment for work done in connection with the cleaning of boilers, fire boxes, tank tops and bilges. This part of the request does not seem to be objectionable and we would suggest that it be written into the agreement so that the men be paid overtime for this unpleasant work. The other part of the request, however, is in connection with the use of firemen for taking and placing of stores. The Union seeks here to have the firemen be required by agreement only to take and place stores of the engine room and that under no circumstances should they be used in connection with the general stores of the ship. From the hearing, we can appreciate that it is not the practice that they should be required to take and place general stores, and so far as any instances were concerned it was not brought to our attention that they had ever been so used. On the other hand, it might be that there would be emergencies where it would be a necessity that such personnel be used, and we do not feel that we should at this time restrict the use beyond its present form. Therefore, the Board recommends that only in the case

of emergency should firemen be used in placing stores other than engine room stores.

The next request is in connection with Article 7, Section 5, and deals with the question of extra meals. The Union here takes the position that in the nature of operating ships such as the Canadian National in the West Indies trade there are certain public relations gestures which have to be done and that the personnel affected of necessity do work as a part of their job. The Company feels that only if there was an abuse of this extra meal service would there be any basis for objection by the personnel of the stewards' department. The Company feels that there is no such abuse and that this work is part and parcel of the work necessary to operate the ships in question. Against this, the Union says there is some abuse at some of the West Indies ports and that the men have extra work to do as a result of these extra meals and they feel they are entitled to be paid on the basis of their request of 30c per meal to be distributed among them. The Board, however, feel in this instance that the men of the stewards' department should be as interested as anyone else in the continued operation of this Company and, while this cost would be very small, it is still part of the duty of the personnel of this department to look to public relations as it is to feed the crew. The Board, therefore, cannot see our way clear to recommending that this be written into the Agreement.

The next issue with which we propose to deal is the Union demand for a welfare plan along the lines of the Great Lakes and West Coast agreement. The Union take the position that this is a vital matter. The Company, however, say that the Canada Shipping Act covers most of the problems which a welfare plan would cover and that to set up a welfare plan on the plan of the Great Lakes plan or to join that plan would be a duplication of the benefits conferred by the Canada Shipping Act. While we recognize that there might be some difficulty in the administration of a plan involving such few people as would be involved in the Canadian National Steamships, we do feel that the Union has some basis for their request of a supplement to the Canada Shipping Act and we, therefore, recommend that the Company be prepared to pay 10c per day per man for disposal in accordance with the intent and purpose of a welfare plan, the said contribution to be a bonus over and above the provisions provided for under the Canada Shipping Act. This Board feels that, in

spite of the difficulties of administration, the Union should be prepared to accept this and work out their problem of administration along these lines.

The next issue with which we propose to deal is that of wages. In the opening part of this report we have made certain comments upon the situation of Canadian shipping, and while those comments apply to all types of changes in the Agreement which have financial implication, they are more directly related and have a more complete impact in connection with wages themselves. The Union here has asked that the wages be increased in the case of A.B.'s from \$204.00 per month to \$306.00 per month, in the case of an Ordinary Seaman from \$178.50 to \$267.75 per month, and in the case of a Cook from \$241.00 to \$371.50 per month, and so on. In every instance the increases are at least 50 per cent, and in some cases they are larger than the above amounts. It may be that such increases are justified in the minds of the personnel asking for them, but under no stretch of the imagination can increases of this amount be justified in the light of the condition of deep sea shipping of the East Coast. It appears that what has happened is that the Union has attempted to apply what they call their Great Lakes formula to the deep sea fleet and they have come up with an astonishing percentage of increase, which in the Great Lakes case represented an adjustment of rates based upon an increase of hours from 40 to 56 hours per week and the maintenance of the forty-hour rate plus a 16 per cent increase added to the adjusted rate. In other words, it seems that in the Great Lakes settlement the pay, which included overtime, was calculated. The hours were then fixed at 56 and the rate arrived at which included the complete labour cost of the operation. Then a 16 per cent increase was added to the whole to arrive at the rate. In this way, a settlement was arrived at which, if applied to the deep sea, would bring about an impossible wage structure for this Company, at least from a competitive standpoint. It might be that if the situation here made it possible to work out such an increase in hours, some adjustment might be made providing there was a possibility always of passing on the cost of the increase to the freight rates. There is no possibility, however, of increasing the hours of work by any stable agreement with the Union, even if the financial situation fixed by competition would allow such a step. That competition makes it impossible for the Company to change its rate structure and, as we have shown above, that

rate structure has substantially deteriorated so that the returns from this operation will appear in a much less favourable light when the implication of those changed rates takes effect than it does at the present time.

After considering this case rather carefully, the majority of the Board, the Chairman and Mr. Vineberg, have come to the conclusion that the employees would have substantial justice done to them bearing in mind all the factors, the Company's losses, the change of freight rate structure recently forced upon the Company on the West Indies route with its implication of further loss, if they should receive a ten per cent (10%) increase on their present wage structure. This increase, in our opinion, could only be considered by the Company if the Union were prepared to agree to a two-year renewal of the Agreement. We feel that the Company will have to pay the additional amount, first because there has been a modest increase in the cost of living, secondly because of the Great Lakes settlement and the availability of labour for deep sea navigation, and thirdly as a price for continuing the operation. We further feel that the Company should pay the increase to secure a period of stability that would make it possible for them to attempt to consolidate their position. Mr. Laberge dissents with the quantum of the recommendation of the majority and he feels that the very minimum which the recommendation should be would be in the amount of twenty-seven per cent (27%), and that if the Company is not prepared to pay this they should be prepared to curtail or cease their operations.

Dated at Picton, Ontario, this 25th day of March, A.D. 1957.

(Sgd.) WILFRID S. LANE,  
*Chairman.*

(Sgd.) PHILIP F. VINEBERG,  
*Member.*

#### MINORITY REPORT

I realize that the Canadian National Steamships Limited is in a difficult financial situation but I cannot agree that this is reason enough to give sub-standard wages to employees. This Company has to pay the same prices for the goods they have to buy, as any other Company, they do not get a discount on the services they have to buy, for example, they have to pay the same rate of pay as any other Company when they need longshoremen, if they have to get some repair done, they must pay the same price, so, why should this Company be able to pay less for one service

they are getting (their own employees) while they have to pay the same price for anything else.

I most sincerely believe that the lot of seamen is hard enough as it is, without adding to it by agreeing to sub-standard wages and I sure hope that the Company will see their way clear into granting their employees a good labour agreement.

I agree with the other two members of the Board on the following points:

Article 2. Section 17, Night Lunches

" 3. " 20, Marine Disaster

" 5. " 1, Night & Gangway  
Watches

" 6. " 3, Firemen's Duties in  
Port

" 13. Duration of Agreement (two  
years from the date of the  
last agreement).

I could not agree with either the Chairman of the Board or the other member of the Board on the other points, and the following is my dissenting report:

On Article 2, Sec. 19—Room & Meal Allowance, I recommend that the Union's request be granted, that is, the meal allowance to be \$1.50 and the room allowance to be \$8.00.

On Article 3, Sec. 1-d, Standby wages, I feel very strongly, that if the Company wishes to have its men at her disposal and order them to stand by, that they must pay them as if these men were working normally and so I recommend that the following clause be incorporated in the agreement: "When members of the unlicensed personnel not under articles are employed, they shall be paid their regular hourly rate and in addition, shall receive the usual allowance for room and meals as contained in Article 2, Section 19 of the Agreement".

On Article 3, Sec. 2—Hours of Work, I certainly recommend that the work-week be one of 40 hours. The 40-hour week is a well recognized and well established working condition in Canada and as a question of principle, I cannot agree to any longer work-week.

On Article 3, Sec. 4—Overtime Rates, the Board unanimously agreed that the overtime rates were too low, and I personally feel that they were ridiculously low. Overtime rates all over Canada are at least time and one-half and I certainly do not feel that this is too high, however, I realize that I am dealing with a particular situation and that all the organized workers in that industry are getting time and one-quarter for overtime rates, instead of

the usual time and one-half, and consequently, I recommend that the overtime rates be the following:

Bosun, Carpenter, Donkeyman, First Cook, \$2.25 per hour.

Able Seaman, Oiler, Second Cook, Second Steward, \$2.00 per hour.

Ordinary Seaman, Fireman, Messman, \$1.75 per hour.

Deckboy, Utility Boy, Messboy, Galley Boy, Wiper, Trimmer, \$1.60 per hour.

On Article 3, Sec. 13—Longshore work by crew, I agree with the Union's request as I understand their problem. They cannot accept to do the work of members of another union, unless it's a question of emergency and unless they are at least getting the same rate for the job. Consequently, I recommend that the following clause be incorporated in the agreement: "In the event that any member of the crew is required to do longshore work, he shall be paid in addition to his regular wage, the same rates as those in effect at the closest Canadian port, where a recognized collective agreement exists between longshoremen and shippers. If such work is required to be performed on Saturdays, Sundays or Holidays, the rates shall be time and one-half the applicable rate.

On Article 3, Sec. 21—Wages in Hostilities, I cannot agree with the other members of the Board that it should be left to the Government to decide. Quite a few seamen in the past were captured in such circumstances and kept prisoners for long period without getting any compensation whatsoever and I feel that they should be protected. Consequently, I recommend that the following clause be put in the agreement:

"It is understood between the parties to this agreement, that in the event of hostilities, war, or in the event the vessel is required to sail in hostile waters, this agreement may be opened for the purpose of negotiating wages and/or war bonus provisions."

On Article 4, Sec. 1—Statutory Holidays, I do not think that I have to explain at length my reasons for granting eight statutory holidays. This practice is too well recognized in Canada to explain.

On Article 7, Sec. 5—Extra meals. This practice has caused so much dissatisfaction among the Steward's Departments, that I feel the following clause should be written in the Agreement: "On vessels where persons other than crew members, Superintendents of Foremen engaged in the loading or unloading of the vessels, receive meals aboard the vessel, the Company agrees to pay 30 cts. per meal to be distributed among the members of the Steward's Department, provided such extra meals are authorized by the Master."

On Article 12—Welfare Plan, the Chairman of the Board suggested that the Company should pay 10 cts. per day per man, into the Union's welfare plan, because the Canada Shipping Act is far from giving proper coverage to seamen and does not cover at all their families. Since the Union already has a well established welfare plan that covers most of the Canadian seamen, I feel that it is only wise to recommend that the employees of the Canada Steamships Co. be covered by the same plan, and so I recommend that the Company pays 20 cts. per day per man, into the Union's welfare plan.

On the question of wages, I tentatively made a suggestion for the purpose of getting a unanimous report, but since that is impossible, I recommend the following scale of wages, retroactive to October 24, 1956:

Boatswain .....	\$ 332.50
Able Seaman .....	306.00
Deck Boy .....	242.25
Oiler .....	313.50
Trimmer & Wiper .....	284.50
Second Cook .....	306.00
Second Steward .....	306.00
Messboy .....	242.25
Carpenter .....	339.00
Ordinary Seamen .....	267.75
Donkeymen .....	332.50
Firemen .....	306.00
Chief Cook (Diesel) .....	371.50
Chief Cook (Cargo) .....	361.50
Messmen .....	280.50
Utility Boy .....	242.25

This report is respectfully submitted by,  
(Sgd.) LOUIS LABERGE,  
Member.

U.S. Strike Enters Fourth Year

The strike by the United Automobile Workers against the Kohler Company of Sheboygan, Wis., entered its fourth year on April 5. Wage demands made by the UAW three years ago have long since been surpassed by wage rises in the plant. The union now charges that the company intends to destroy the union.

Many of the 3,000 original strikers have found jobs elsewhere; about 500 returned to work in the plant.

# Report of Board in Dispute between

**Dominion Shipping Company Limited**

**and**

**Seafarers' International Union of North America**

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, Ont., Mr. Raymond Caron, Advocate, of Montreal, Province of Quebec, and Mr. Colin A. Gravenor of Montreal, in the Province of Quebec, has met the parties at the City of Montreal, in the Province of Quebec, on Friday the 22nd day of February, 1957. The parties were represented as follows:

## *For the Union—*

Mr. Leonard J. McLaughlin, Secretary-Treasurer,

Mr. Roland Plamondon, C.M.S.G.,

Mr. Richard Greaves, N.A.O.M.E.,

Mr. Oliver Herbert, Member,

Mr. E. S. Bedford, Member.

## *For the Company—*

Mr. Rand H. Matheson, Director of Traffic & Transportation,

Mr. W. Gilroy, Marine Superintendent,

Mr. Bernard S. Ross, Accountant,

Capt. J. E. Matheson, Marine Superintendent, Shipping Federation,

Mr. Paul F. Renault, Advocate.

The case on behalf of the union was conducted by Mr. McLaughlin and on behalf of the Company by Mr. Matheson.

There were a number of requests made on behalf of the Union in addition to the request for wage improvement. Before dealing with the particular issues involved, however, it seems to us that we should deal

generally with the situation which is involved in this particular conciliation. In the first place, this Company is a wholly owned subsidiary of the Dominion Coal and Steel Company of Sydney, N.S. It operates three ships of Canadian registry which are involved in this conciliation. In addition, it operates under charter many other ships which are not of Canadian registry, all of which, both the ships owned by the Company and those which are operating under charter, are carrying coal from the Company's mines to Montreal, steel from the Company's steel mills, or iron ore for use in the Company's steel mills, or limestone which also is required in the Company's steel mills. From the evidence, this Board must find that only a small portion of the tonnage necessarily carried on behalf of this Company is carried in bottoms owned by this Company which fly the Canadian Flag.

The issues in this conciliation involve increases in rates, certain improvements in conditions, many of which have a cost factor. Since the cost factor is so vitally involved in the Union request, it seems to us that we should deal with this matter generally before we make our findings and recommendations upon the particular issues. This Company was one of the parties which was before a conciliation board in 1953. At that time the Shipping Federation represented ten shipping companies and the conciliation was carried on by it in a representative capacity on behalf of all the said shipping companies on the East Coast. That conciliation board, in dealing with the general situation which was before it, found that increase in cost in the operation of ships under the Canadian Flag would inevitably reduce the size of that Canadian fleet. The report of that conciliation board was not satisfactory to the parties involved and, as a result, economic action was taken and following this development an increase in wages was granted to the personnel on Canadian ships operating from eastern ports. This resulted, as was foreseen, in the very substantial reduction of the Canadian fleet as it was at that time, and from the evidence which we received on this conciliation we are prepared to find that the ten companies operating some 49 ships have been reduced to two companies operating some eleven ships under the Canadian Flag

During March, the Minister of Labour received the majority and minority reports of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and the Dominion Shipping Company Limited.

The Board was under the Chairmanship of His Honour Judge W. S. Lane, Picton, Ont., who was appointed by the Minister in the absence of the joint recommendation from the other two members, Raymond Caron, and Colin A. Gravenor, both of Montreal, nominees of the company and union respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Caron. The minority report was submitted by Mr. Gravenor.

The text of the report is reproduced here.

from the eastern ports of Canada. It may be that there were other causes involved in the depletion of the Canadian fleet to this eleven of which only three are involved in this Company, but it is rather significant that the depletion predicted in 1953 is now a fact.

Today we find that the Canadian rates as they exist are from two to three times as high as competing rates in freighters of other countries. It is true that it is said that ships of this Company, which is a captive company operating ships only in the trade of the parent company and carrying only its goods, are not in the same position as ships operating in competition with foreign ships. To an extent this is true, but it must be borne in mind that the Dominion Steel and Coal Company through its subsidiary, the Company in question here, will operate these ships only so long as it pays them to operate them as Canadian ships and that they, like any other company, can refuse to operate Canadian ships and have their goods carried in foreign bottoms if that move is in their interest. As far as we are aware, there is also no prohibition to this Company's selling its ships and chartering them back to operate even in the trade in which they operate at the present time. Therefore, while it may be that the consideration which must be given to foreign competition is not the same as it would be in the case of a company seeking trade in competition with foreign ships, it is still a very vital factor in whether or not this Company will continue to operate these ships as Canadian ships in this trade. It, therefore, appears to us that it is essential that we do make and recognize the comparison of rates as they exist between Canadian ships and ships of other countries. It is true the Union made no comparisons for us in this regard, but on the Company's evidence it would appear that an A.B. on a Canadian ship is paid at the rate of \$204.00 per month while on a United Kingdom ship an A.B. is paid at the rate of \$78.76 per month and on a Norwegian ship he is paid at the rate of \$90.95 per month. The comparison insofar as Ordinary Seaman is concerned is \$178.50 per month on a Canadian ship, \$34.38 on a United Kingdom ship and \$78.51 on a Norwegian ship. The Cook on a Canadian ship is paid \$241.00 per month, \$99.45 on a ship of the United Kingdom and \$181.83 on a Norwegian ship. These comparisons are not exhaustive but are indicative of the ratio of the Canadian wage over the wage of other countries. They indicate, it would seem to us, that the cost of operating the three ships of this Company would be very substantially higher

than the operation costs of a Norwegian or United Kingdom ship. It would, therefore, seem that if the labour cost factor is substantially raised for the labour which work on these Canadian ships, that the probability of this Company continuing to operate them as Canadian ships is thereby in proportion reduced.

The Union would have us consider the Great Lakes settlement, which is substantially higher than the rates paid on deep sea ships, and which would be in line with the requests that were made here for increase. There is, without question, a necessity to consider these rates and this settlement but in making a comparison we must very carefully remember that after the settlement on the Great Lakes the freight rates for the carriage of wheat and rye, barley and oats, were substantially increased as were the rates in the carriage of paper, pig iron, etc. In other words, the costs involved in the increases were passed on to the persons for whom the freight was being handled. If that were possible here, there would be substantial validity in the Union's claim, but unlike the situation on the Great Lakes foreign competition does enter into it because this Company, Dominion Shipping, operates on a cost factor only and operates only to move as cheaply as possible the products and freight of the parent company. And since the foreign bottoms are used to a great extent in the operations of Dominion Shipping, there is no valid reason why foreign competition is not a controlling factor in this Company's operations. On this basis, then, it would seem to us that there is very little validity between a comparison based upon the situation on the Great Lakes and the situation as it exists in the case of Dominion Shipping Company on the East Coast, unless it be that both draw their labour personnel from the same labour market.

It has also been sought to make a comparison of rates on these ships with rates paid labour on shore. It seems proper for us to recognize that the comparison with shore industry is of doubtful validity, at least in part, because shore industry has benefited from mechanization and efficiency in a way that shipping has not. Much of the favourable wage structure on land has resulted from technological advance which has enhanced the ability to pay. Very little technological advance has taken place in shipping of the type that operates here. It may be that such an advance is merely a matter of time, but even then we must consider the impact of that advance upon operation costs and its effect on ships of Canada in relation to the competition of foreign countries' shipping. This is not too

important a consideration as far as shore industry is concerned because shore industry, at least in part, depends on a partly protected economy while the competition at sea can hardly claim such protection.

This Company, then, can be expected only to operate these ships so long as it pays them, bearing in mind their investment, to continue to operate them. Once the cost factor has increased too far, then we can expect that this Company will act in its own interests and cut off their operation. It would, therefore, seem to us that if the men who work in these ships wish to continue as sailors in Canadian ships of this Company, they must recognize this position and accept the conditions which are possible in the light of competition or be prepared to relinquish their jobs on these ships.

The first request with which we propose to deal is in connection with the amendment of Section 17 of Article 2, dealing with light lunches. Here the Union has demanded that the present clause be altered to provide for light lunches to consist of cold meat, canned foods, tea and coffee. The request in the form that it was presented to the Company was not satisfactory, but the Company did agree that they would provide canned fish and tea in addition to the terms set out in the present agreement, and as this appeared to be satisfactory to the Union the Board considered this particular demand was effectually settled contingent only upon the final settlement of the whole agreement. We, therefore, are prepared to recommend that the matter be written into the contract with the amendments which have been tentatively agreed.

The next demand was a demand covering an amendment to Section 19. This demand was a request for an increase in meal and room allowance, in the case of meals from 85c to \$1.50 and in the case of rooms from \$3.00 to \$8.00. The Board feel that this request was substantially exaggerated in amount and not justifiable *in toto*. We do feel, however, that justice might be done to both the Company and the Union if the meal allowance were raised to \$1.00 and the room allowance per night was raised to \$4.00. It would seem from experience that proper accommodations and proper meals can be obtained at these prices without difficulty and we make our recommendation on this basis.

The next request was in connection with Article 3, Section 2. This is a request for reduction of hours wherein the Union has asked for a forty-hour work week. The Company have already agreed in principle to the forty-hour week insofar as it is

possible to work it out. In effect, the change requested is that not only would a forty-hour week apply on shore when the ship was in port but would also apply when the ship was at sea. As we see it, this request is required as a wage provision by the Union and not so much as a deterrent to working overtime. If it were possible to schedule hours so that a forty-hour week might be a reality and not merely a penalty, there might be substantial argument in its favour, but this Board does not feel disposed by this means to add labour costs which can in no wise affect the actual working hours of the men. We, therefore, feel that this proposal is not justified in the light of the Company's financial difficulties to keep operating under the Canadian Flag.

The next request is in connection with Section 4 of Article 3, dealing with overtime rates. The Union has requested here that the overtime rates be substantially raised. They ask in the case of boatswain, carpenter, donkeyman, first class cook, that they be raised to \$2.25 per hour from 95c; in the case of able seaman, oiler, second class cook, second steward, to \$2.00 from 85c per hour; in the case of ordinary seaman, firemen, mess man to \$1.75 from 75c per hour; and in the case of deck boy, utility boy, mess boy, galley boy, wiper, trimmer, to \$1.60 from 75c per hour. This request would involve a very substantial expenditure, according to the Company's figures some forty-six odd thousand dollars. The rates appear to this Board to be low. At the same time, it must be remembered that these rates for overtime payment are premium and the man who receives them for doing the work is also receiving his regular pay. Even bearing this in mind, however, the Board feels that the rates should be increased. It appears to us that the rates of overtime for the first group should be raised to \$1.25 per hour, for the second group to \$1.15 per hour, and for the third group to \$1.05 per hour.

The next request is in connection with longshore work by crew, which would require an amendment to Article 3, Section 13. The Union here seeks to secure a provision that, in addition to the regular wage, any crew member who is required to do longshore work for the purpose of handling cargo shall be paid the same rates as those in effect at the closest Canadian port where a recognized agreement exists between longshoremen and shippers, plus overtime of time and one-half if such work is to be performed on Saturdays, Sundays or holidays. It must be remembered that longshore work is essentially not work of the crew. At the same time, it would seem

to this Board that this request is a request which would make it impossible almost for the Company to operate in an emergency. While we recognize the basis of the request from the Union's standpoint, we do not feel that it is justified when taken in the light of the whole agreement and in the light of a possible emergency. However, we do feel that it would be well to add to the present clause in the contract that the Company shall under no ordinary circumstances use the personnel for the purpose of driving winches or handling cargo unless there is a real necessity created by an emergency, and if their use is necessary in an emergency then the personnel shall be paid in terms of the present agreement, which provides that in addition to the regular wages they shall be paid the overtime rate under this agreement. This, of course, would mean that they would be paid the revised overtime rate according to our present recommendation.

The next proposal with which we propose to deal is that of marine disaster. The present clause calls for payment of \$150.00 in case of marine disaster or shipwreck. The Union has asked that this be increased to \$500.00. We feel that this request is high, probably higher than the \$150.00 is low. We do feel, however, that a payment of \$250.00 should cover any loss which would be occasioned to the average unlicensed man on these ships even in this day of high prices and we would recommend, therefore, that the amount be increased to \$250.00.

The next request with which we propose to deal is a proposed new section to be added to Article 3 as Section 21. This is a proposal for wage re-adjustment in event of hostilities and is in the following form:

It is understood between the parties to this Agreement that in event of hostilities, war, or in the event of a vessel is required to sail in hostile waters, this Agreement may be opened for the purpose of discussing wages and/or war bonus provisions.

We think that every member of this Board would agree that there should be a war bonus provision to cover personnel of a ship which is required to enter a war zone. The issue, however, is not quite as simple as it would appear on the surface because it is hardly the responsibility of any company to provide for this eventuality. War is a catastrophe which is even more than national in scope. War bonuses have always been and are in their nature a matter of government responsibility. To make any company responsible, then, to pay or negotiate a war bonus is forcing them to take on a responsibility which stems from a condition of society in general and is not

realistic to the bargaining table. This Board feels that, under the circumstances, we must recommend that no section be written into this agreement in this connection. Any war bonus which may be given is a matter which must come from constituted authority as such.

The next request with which we propose to deal is in connection with Article 4, Section 1, statutory holidays. In this connection, the Union has asked for two additional paid statutory holidays. In view of the fact that we are making certain proposals which we realize will affect the cost of this Company substantially, and in view of the fact that the cost factor is so important here, we do not feel that we should complicate the situation between the parties by making a recommendation on this point.

The next request is in connection with night and gangway watches. The Union alleges that certain night and gangway watchmen have been on occasion ordered by the officer of the watch to do other work and, as a result, have been forced to leave their position of responsibility unattended while they do this work. This, they claim is not a safe procedure and is improper. It may be that the allegation is true. The Company, however, takes the position that this is inapplicable to this Company and, therefore, have asked that the matter be withdrawn. However, we feel that justice may very well be done if in addition to the present clause there be written into the agreement a clause which prohibits the officer of the watch from ordering the night watchman or gangway watchman, as the case may be, to do other work than his regular duties unless the said watchman is replaced.

The next request is in connection with firemen's duties in port and would be an amendment to Article 6, Section 3. Essentially, the request is for overtime payment for work done in connection with cleaning of boilers, fire boxes, tank tops and bilges. This request would seem not to be too objectionable, although this Company claims that it does not apply to their Company and arises only in oil burning vessels. The Union's claim, however, seems to have some merit and we feel that the request in connection with this overtime should be granted.

The next request is in connection with Article 7, Section 5, and deals with extra meals. The Company takes the position that this does not arise on their ships, that in their opinion it is directed at the Canadian National Steamships and that there is no problem involved insofar as

the Dominion Shipping is concerned, and they see no reason why there should be an amendment in this clause. The Board feels that in this instance the Company has made out a case and that there should be no amendment insofar as this particular clause is concerned.

The Union has asked that a welfare plan along the lines of the Great Lakes and the B.C. Coast be instituted in this Company. They take the position that this is a vital matter. The Company, on the other hand, says that the Canada Shipping Act covers a great deal of the problems involved here, that there is actually no necessity for anything in the line of the welfare setup on the Great Lakes where the Canada Shipping Act is not so effective. They do, however, say that they are prepared to pay 10c per day per man for disposition in accordance with the intent and purpose of the welfare plan as a bonus over and above the provisions of the Canada Shipping Act, and this Board feels that the Union should accept this proposal and co-operate to set up some plan which will act as a supplement to the Canada Shipping Act benefits, but we do not see why this Company or any other deep sea company on the East Coast should be tied to the provisions of the welfare plan of the Great Lakes.

The next issue with which we propose to deal is that of wages. In the opening part of this report, we have made certain comments upon the situation in Canadian shipping on the East Coast, and while these comments apply to all types of changes in the agreement which have financial application, they are most directly related and have a most complete impact upon the operations of the Company in the matter of wages themselves. The Union have asked that wages be increased in the case of an A.B. from \$204.00 per month to \$306.00 per month, in the case of an Ordinary Seaman from \$178.50 to \$267.75 per month, and in the case of a Cook from \$241.00 to \$371.50 per month, and so on. In every instance the increases are more than substantial and, in some cases, the ratio is even higher than that above set out. It may be that such increases are justified in the minds of the personnel asking for them, but under no stretch of the imagination can increases of this amount be justified in the light of conditions relating to deep sea shipping on the East Coast. It appears that what has happened is that the Union has attempted to apply what they call their Great Lakes formula to the deep sea fleet of the East Coast and have come up with an astonishing percentage of increase, which in the Great

Lakes case represented an adjustment of rates based upon the juggling of hours from 40 to 56 and the maintenance of the 40-hour rate as applied to 56 hours, plus a 16 per cent increase to the adjusted rate. In other words, it seems that in the Great Lakes settlement, the pay which the individual received and which included overtime was calculated, the hours were then fixed at 56 and the rate arrived at, which included the complete labour cost on the operation. To this rate was then added a 16 per cent increase to arrive at the final rate. On this basis, a settlement was reached for the Lakes. If this were applied to the deep sea, it would bring about some rather astonishing rates, at least from a competitive standpoint. It might be that if the situation here made it possible to work out such an increase in the hours, some adjustment might be made. There is no possibility, however, here of passing on the cost of these wage rate increases. There is no possibility here of increasing the hours of work by any stable agreement even if the financial situation fixed by the competition would allow such a step. The competition between chartered ships operated by this Company with its own ships makes it possible for the Company to change its wage rate structure and continue the operation of these ships. We feel that this Company, if costs are substantially increased, will drop the operation of its Canadian ships.

After considering this case carefully, the majority of the Board have come to the conclusion that the employees would have substantial justice done to them, bearing in mind all the factors involved, the Company's position in relation to cost of operation of the three ships under Canadian Flag, the fact that the Company can in many instances charter foreign ships at a great deal lower cost than it can operate its own, as well as the rate differences between the pay of the Great Lakes and West Coast in relation to those of the deep sea East Coast, if they should receive a 10 per cent (10%) increase on their present wage structure. This increase, in the opinion of the majority of the Board, could only be considered by the Company if the Union were prepared to agree to a two-year renewal of this Agreement. This recommendation is made upon the majority findings of the Chairman and Mr. Caron. Mr. Gravenor dissents and he dissents on the ground, first, that in his opinion the wage schedules are completely inadequate. He takes the position that this Company should pay wages which approximate those of the Great Lakes or cease to operate

Canadian ships. He realizes that much of what the majority of the Board has said in this report is factual, but he sees no basic reason why this Company should continue to operate ships of Canadian registry by paying wages which are completely substandard as they apply to the Canadian scene. He takes the position that it would be far better for this Company to stop operating Canadian ships and force the men to other jobs which carry with them adequate wage provisions. In line, therefore, with this thinking, Mr. Gravenor is prepared at this time to recommend that there be a 20 per cent (20%) increase across the board for all of the unlicensed personnel. Even this recommendation, in his opinion, is inadequate in the light of the other wages on shore and on the Great Lakes but would be a move towards raising the wages to a proper level than would the recommendation of the majority report. On everything else that has been set out in this report Mr. Gravenor concurs with the Chairman and Mr. Caron.

Dated at Picton, Ontario this 27th day of March, A.D. 1957.

(Sgd.) WILFRID S. LANE,  
*Chairman.*

(Sgd.) RAYMOND CARON,  
*Member.*

#### MINORITY REPORT

The Conciliation Board appointed to hear the above dispute has now completed its investigation and I have the honour to make the following report.

The Board was composed of:

His Honour, Judge W. S. Lane, Picton, Ont., as Chairman,

Mr. Colin Gravenor, Montreal, Que., Union Nominee, and

Mr. Raymond Caron, Montreal, Que., Company Nominee.

The Union's demands were identical to those submitted recently to The Canadian National Steamships (West Indies). They were based on a traditional relationship between wage levels effective on the Great Lakes and those effective in the coastwise and off-shore trade, with one important amendment thereto relating to the hours of work.

In consultation with the Chairman of the Board, His Honour Judge Lane, a hearing was set for Friday the 22nd day of February 1957, at Montreal.

A submission was made by both parties to the dispute and evidence in the form of representation, facts and figures was provided to the Board by the parties involved.

Despite all of the Board's efforts to arrive at a settlement there remained at the close of the hearing a wide gulf between the parties as to the terms of a basis of settlement. The Company had adopted the position that the three vessels concerned formed a part of a diminishing deep sea fleet. The Union in turn contended that the vessels were a purely subsidiary operation committed to the needs of a prominent coal and steel producer which in fact, had made a practice of chartering vessels with much higher wage levels than those which it sustained aboard its own ships.

In addition to this difference in position the Company submitted a number of figures relating to wages and also an offer of an increase of seven per cent (7%) in wages. However, two figures were submitted as a wage of a seaman aboard ship. Both were equally claimed by the Company to represent the remuneration received by a seaman aboard ship for his labour. Of these figures, one apparently represented the money received by the seaman in his pay envelope while the other represented the money which the Company expended on its payroll.

With reference to the offered increase by the Company the Union denied that it represented a 7 per cent increase. According to the Company wage as given in their Exhibit 6, and their submission, the wages for an able-bodied seaman at present represented \$361.71, per month. Apparently the 7 per cent offered increase was not based on this figure; but was based on some other lower figure.

The Union had throughout maintained that they were not instituting new increases or new conditions, but were merely attempting to achieve parity on wage levels comparative to those in effect on the vast majority of Canadian registered vessels.

Having taken all of these circumstances into fact and having examined closely and considered carefully the evidence introduced by the Parties, it is my opinion, as a Member of this Board of Conciliation and Investigation, that in the interests of both the employees and employers, the proposals as attached herewith should be granted.

In testimony whereof I have signed at Montreal, Quebec, this 20th day of March, 1957.

(Sgd.) COLIN GRAVENOR,  
*Member.*

**It is recommended that an agreement be entered into between the parties for a one-year term on the basis of an agreement signed by the Union with the Shipping Federa-**

**tion of Canada Inc., in 1955, with the following changes inserted in the appropriate sections of the said Agreement.**

**Article II**

*Section 17—Night Lunches.*

(d) In the evening, light lunches consisting of cold meat, canned foods, tea and coffee should be available for all members of the unlicensed personnel.

*Section 19—Room and Meal Allowances.*

When the Companies do not provide meals on the vessel, unlicensed personnel during the course of their employment shall receive \$1.50 per meal. When the Companies do not provide suitable sleeping accommodation, \$5.00 shall be allowed for room per night.

**Article III**

*Section 1.*

*(a) Scale of Wages.*

The following wages shall be paid each rating on the basis of a 30-day month:

Boatswain .....	\$ 332.50
Carpenter .....	339.00
A.B. ....	306.00
O.S. ....	267.75
Deck Boy .....	242.25
Donkeyman .....	332.50
Oiler .....	313.50
Fireman .....	306.00
Trimmer .....	284.50
Wiper .....	284.50
Chief Cook (Diesel) .....	371.50
Chief Cook (Cargo) .....	361.50
Second Cook .....	306.00
Second Steward .....	306.00
Messman .....	280.50
Messboy .....	242.25
Utility Boy .....	242.25

(b) An additional \$10.00 per month shall be paid to all unlicensed personnel, who are considered as day workers, for the purpose of this agreement. This amount should be paid, regardless of whether the vessel is at sea, or in port.

(d) Standby wages while in Port for unlicensed Personnel not under articles.

When members of the unlicensed personnel not under articles are employed, they shall be paid the regular hourly rate, and in addition shall receive the usual allowances for room and meals, as contained in Article 2, Section 19, of this Agreement.

*Section 2.*

*(c) At Sea.*

The hours of work at sea, for all unlicensed members of the Steward's Department, and the unlicensed watchkeepers of the Deck and Engine Room Departments, shall be eight hours per day, Monday through Friday. All time worked

in excess of eight hours per day, Monday through Friday, and all time worked on Saturdays, Sundays and agreed Holidays, shall be paid for at the regular overtime rates.

*Section 4—Overtime Rates.*

For the purpose of this Agreement, the overtime rates shall be as follows:

Bosun, Carpenter, Donkey-	
man, First Cook .....	\$ 2.15 per hour
Able Seaman, Oiler, Second	
Cook, Second Steward ....	\$ 2.00 " "
Ordinary Seaman, Fireman,	
Messman .....	\$ 1.75 " "
Deckboy, Utility Boy, Mess-	
boy, Galley Boy, Wiper,	
Trimmer .....	\$ 1.60 " "

*Section 13—Longshore Work by Crew.*

In the event that any member of the said crew is required to drive winches, for the purpose of handling cargo, or to work cargo, he shall be paid in addition to his regular wage, the same rates as those in effect at the closest Canadian port, where a recognized collective agreement exists between longshoremen and shippers. If such work is required to be performed on Saturdays, Sundays or Holidays, the rates shall be time and one-half, the applicable rate.

*Section 20—Marine Disaster.*

Any member of the unlicensed personnel, who suffers loss of clothing and personal effects through marine disaster, or shipwreck, shall be compensated by the payment of \$250.00.

*Section 21—Wages in the Event of Hostilities.*

It is understood between the parties to this agreement, that in the event of hostilities, war, or in the event the vessel is required to sail in hostile waters, this agreement may be opened for the purpose of discussing wages and/or war bonus provisions.

**Article IV**

*Section 1—Holidays.*

When a vessel is in port, the following holidays shall be observed, and where they fall on a Sunday, the Monday following shall be considered a holiday:

1. New Year's Day
2. Good Friday
3. Dominion Day
4. Remembrance Day
5. Queen's Birthday
6. Labour Day
7. Thanksgiving Day
8. Christmas Day.

When the vessel is at sea, the work performed on a holiday shall be confined to that usually performed on a Sunday.

## Article V

### Section 1.

(c) *Night Watches and Gangway watches.*

In port, sailors may be required to act as night watchmen or as gangway watch between the hours of 5.00 p.m. and 8 a.m. without the payment of overtime except on Saturdays, Sundays and holidays.

Sailors acting as gangway watch shall not be required to leave their station at the gangway for the performance of their duties without the payment of overtime. Sailors acting as night watchmen shall care for the lights about the deck, including cargo lights, if being used, and shall tend moorings, lighter and gangway lines as directed by the Officer in Charge. It is understood, that any time on duty in excess of eight hours under this section is to be considered as overtime and paid for at the regular overtime rate.

## Article VI

### Section 3—Fireman—Duties in Port.

(a) When watches are not broken, firemen's duties shall be the same as at sea. When watches are broken, their hours of employment shall be the same as those of day workers. They shall assist in general repair and maintenance work, general cleaning, polishing and painting work, as directed by the Officers in Charge.

They shall wash down steam drums of water tube boilers, or water side of Scotch boilers.

When required to do any cleaning of boilers, fire boxes, tank tops or bilges, other than the above, they shall be paid overtime.

Firemen shall assist with the taking and placing on board of engine room stores.

As a direct result of the work of the Labour-Management Committee of Mutual Press Limited, Ottawa, in improving efficiency, employees of the company have been awarded a bonus. The bonus amounts to 12½ per cent of the normal straight time worked for the month of January for all employees having six months' or more service. Those with less than six months' service received a bonus of 6½ per cent.

## Labour Arbitration Procedures

(Continued from page 547)

doubt there will be changes as the institution of arbitration develops and takes firm root in this field.

The success that has occurred in the use of arbitration in this field in Ontario can be attributed to a number of factors. Among these are: first, a recognition which has gradually emerged on the part of both parties that the arbitration of differences

## Article VII

### Section 5—Extra Meals.

On vessels where persons other than crew members receive meals aboard the vessel, the Company agrees to pay 20c per meal to be distributed among the members of the Steward's Department, provided that such meals are authorized by the Master. Provided always that the provisions of this Clause shall not apply to Superintendents or Foremen engaged in the loading or unloading of the vessels.

## Article XII

### Welfare Plan

The establishment of a welfare plan is agreed to in principle, in accordance with the current practice, and shall be put into effect on this basis, to be developed by a committee equally representative of the Union and the Companies under the chairmanship of a neutral person. The person selected as chairman to be acceptable to both parties. The cost to the Companies shall be 20c per day per man, and such payments will commence with the effective date of this agreement.

## Article XIII

### Duration of Agreement.

This agreement shall become effective as from October 24, 1956, and shall continue in full force and effect until October 23, 1957, and thereafter from year to year unless or until either party serves written notice on the other party to the contrary, within sixty (60) days prior to October 23, 1957, or sixty (60) days prior to October 23, of any subsequent year.

In announcing the bonus, Wm. J. Smith, president of Mutual Press Limited, expressed the appreciation of the Board of Directors to the employees for their efforts.

Employee representatives on this labour-management committee are members of three unions: the International Brotherhood of Bookbinders, the International Typographical Union, and the International Printing Pressmen and Assistants' Union of North America, all affiliates of the Canadian Labour Congress.

pertaining to existing agreements is a sound method of achieving settlement and consequently the ready acceptance on their part of the arbitration procedures in this area prescribed by law, and second, the fact that there are persons at hand, trained and experienced in law or in industrial relations, who are willing to act as arbitrators and as counsel, and so give the undertaking guidance and direction.

# COLLECTIVE AGREEMENTS

## Collective Agreement Act, Quebec

Under the Collective Agreement Act, Quebec, Orders in Council during January, February and March made binding a number of changes in wage rates, hours, overtime, paid holidays and vacations with pay.

In the construction industry at Montreal, minimum rates for most workers included in the general table of classifications were increased by 10 cents an hour. New rates now range from \$1.40 an hour for truckers and labourers to \$2.20 an hour for bricklayers, masons (stone), cement block layers and lathers (metal). A deferred increase of 10 cents an hour shall become effective April 1, 1958. Weekly hours were unchanged at 40 for qualified workers, 45 for labourers. However, as previously, certain classifications because of the irregular nature of the operations in which they are engaged are required to work a regular work week ranging from 48 to 60 hours.

In special provisions relating to the elevator construction industry at Montreal, minimum rates for mechanics and helpers were unchanged at \$2.41 and \$1.69, respectively, for a 40-hour week. However, these new provisions now specify that three statutory holidays shall be paid holidays in 1957, this number to be increased to six in 1958. In addition, vacation-pay credit stamps in an amount equal to 4 per cent of gross pay (previously 2 per cent) must be affixed in employee's stamp book at the end of each regular pay period.

In the construction industry at Quebec, minimum wage rates for plumbers and steamfitters, electricians, and oil burner senior journeymen are to be increased, effective May 1, 1957, from \$1.70 to \$1.80 per hour in Zone I, from \$1.55 to \$1.65 in Zone II and from \$1.45 to \$1.60 in Zone III; minimum rates for junior journeymen plumbers and steamfitters are to be increased by 10 and 15 cents an hour; apprentices' rates by 5 cents. A deferred increase of 10 cents an hour for journeymen and 5 cents an hour for apprentices is to become effective May 1, 1958. Hours in Zone I were established at 45 a week, nine a day Monday through Friday, throughout the year. In Zones II and III, weekly hours were unchanged at 48. Specified holidays on which work is paid at double time are reduced from ten to six.

In the men's and boys' hat and cap industry throughout the province, minimum rates for cutters were increased from 99½ cents an hour to \$1.25; for blockers from 74½ cents an hour to \$1.12½. Rates for other classifications were increased 5 cents an hour.

In the glass industry at Quebec, rates were increased by 3 cents an hour, except draughtsmen, whose rate was increased from \$1.04 to \$1.12 an hour.

In iron oxide mining at Red Mill, minimum rates were increased by 4 cents an hour.

In the uncorrugated paper box industry (printing section) at Montreal, new lower progressive minimum rates were provided for journeymen pressmen operating cylinder presses (one colour) during first and second year. The only rates previously established for journeymen pressmen \$1.90 in Zone I and \$1.61 in Zone II are now amended to apply during and after the third year only. Minimum rates for other classifications engaged in cylinder press (one colour) operations were unchanged.

In the corrugated paper box industry throughout the province, minimum rates of Zone I were increased by from 15 to 21 cents an hour for male employees, by 16 cents an hour for females, making the new minimum average rates for male and female employees \$1.20 and 95 cents an hour, respectively. The basic rate for general labourer is now \$1.20 an hour for males, 90 cents an hour for females. As previously, minimum rates of Zone II are those of Zone I, less 5 cents an hour. Weekly hours were reduced from 45 to 42½ except for stationary enginemen and firemen (stokers) who shall continue to work a 45-hour week, as previously. Vacation remuneration is now calculated on a percentage basis (2 per cent or 4 per cent as the case may be) of annual earnings instead of on basic hourly earnings per week, as formerly. In addition, to the one or two weeks' vacation with pay previously in effect a new clause now provides three weeks' vacation with pay at 6 per cent of annual earnings for employees with 15 or more years of continuous service. Paid holidays were increased from six to seven.

# Industrial Standards Act, Ontario

During January, February and March, four new schedules under the Industrial Standards Act were made binding in Ontario.

At London, a first schedule covering the painting and decorating industry establishes a 40-hour week between October 1 and April 30 inclusive; 44 hours between May 1 and September 30, inclusive. Minimum wage rates are \$1.70 an hour for spray-painters and paperhangers, \$1.60 an hour for brush work. On April 6, 1957, the above rates shall be 5 cents an hour higher. Higher rates were also provided for night work; overtime at time and one-half for work in excess of regular hours Monday through Friday and on Saturday after mid-day between May 1 and September 30, inclusive; double time for work on Saturdays between October 1 and April 30, inclusive, on Sundays and eight specified holidays.

At Port Arthur and Fort William, minimum rates for spray-painting and for brush painters, etc., were increased over the minimum rates established in 1951 of \$1.45 and \$1.35 an hour, respectively, to the new rates of \$1.90 and \$1.70 an hour. Weekly hours were unchanged at 40.

At Belleville, minimum rates for carpenters were increased from the 1955 rates of \$1.85 to the new rates of \$2 an hour for a 40-hour work week. Increased premium rates were also provided for night work.

At Peterborough, a first schedule covering the painting and decorating industry established a 40-hour work week; wage rates of \$1.45 an hour for work during a regular working day and for night work; and overtime at \$2.18 an hour for work in excess of regular hours and on Saturdays, Sundays and eight specified holidays.

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## 1st Quarter Wage Increases in U.S. Match Last Year's

Wage increases negotiated in the United States during the first quarter of 1957 correspond very closely with those for the whole of 1956, according to a survey of 860 contracts conducted by the Bureau of National Affairs.

The median wage increase in the first three months of 1957 and that for the whole of the year 1956 was 10.2 cents in both cases.

Contracts which granted no increase, however, were 6 per cent of the total in the 1957 period compared with only 3 per cent in 1956.

A study of 983 contracts negotiated in the first quarter of the present year showed a similarly close agreement in the matter of fringe benefits. Deferred wage increases were found in 29 per cent of the contracts in 1957 against 26 per cent in 1956. Supplementary unemployment benefit provisions were found in only 0.7 per cent of the agreements in 1957, compared with 2 per cent in 1956. But the percentage of agreements which provided for changes in pen-

sions, insurance, escalator clauses and reduction in hours was almost identical in both periods.

Some of the significant bargaining trends by industry in the first quarter of 1957 are:

—In the clothing industry there is a continued trend towards the shorter work-week; during 1956, hours were reduced in 21 per cent of the industry's contracts covered in the BNA survey.

—In the chemicals industry, pay increases this year are higher than last year: more than 75 per cent of the contracts call for raises of 10 cents an hour or more.

—Office workers in manufacturing gained wage increases of between 7 and 12 cents an hour.

—In the electrical machinery industry, moderate increases, between 7 and 9 cents an hour, have been the general rule.

—In the iron and steel industry, nearly 70 per cent of the wage adjustments were in the range from 7 to 12 cents an hour.

# LABOUR LAW

## Labour Legislation in Ontario, 1957

**Amendment to Labour Relations Act permits Board to sit in two panels  
and new safety legislation provides protection from radiation hazards**

At the session of the Ontario Legislature which began on January 28 and prorogued on April 3, the Labour Relations Act was amended to permit the Labour Relations Board to sit in two panels and a Select Standing Committee of the Legislature was set up to examine into and report on the operation and administration of the Act. In the field of social legislation, provision was made for developing a hospital care insurance plan.

Amendments to the various safety laws of the province include provision in the Department of Labour Act for regulations to protect employees from the harmful effects of ionizing radiation. The Factory, Shop, and Office Building Act was amended to require departmental approval of plans of certain shops, bakeshops, restaurants and office buildings which, although less than three storeys high, cover a wide area. Changes in the Operating Engineers Act permit certified refrigeration operators and compressor operators to operate refrigeration and compressor equipment of unlimited horsepower. The mining safety section of the Mining Act was revised, new rules being added particularly with respect to transporting explosives on mining properties, fire prevention and hoisting, and new requirements with regard to inspection.

The Hospital Services Commission Act makes provision for a hospital care insurance plan to be financed jointly by the province and the federal government. A new Mothers' and Dependent Children's Allowances Act establishes the principle of allowances based on the budgetary requirements of the family within prescribed limits.

### Industrial Relations

Near the end of the session, on March 27, a Select Standing Committee of the Legislature was appointed, with authority to sit during the interval between sessions, to examine into and report regarding the operation and administration of the Labour Relations Act in all of its aspects. The Committee, composed of eleven members

from all three parties, is given authority to summon persons, call for the production of documents and examine witnesses on oath.

The Labour Relations Act was passed in 1950 and substantially amended in 1954. A number of amendments of less widespread nature were made this year, chief of which provide for the Labour Relations Board to sit in two panels and simplify the procedure of the Board in certain respects.

Due to the volume of work pending before the Board, the constitution of the Board was revised in order to enable it to sit simultaneously in two divisions. Formerly, the Board consisted of five persons: the chairman, two representatives of employers and two representatives of employees. In addition, the Lieutenant-Governor in Council was authorized to appoint a vice-chairman; but he could act only under direction of the chairman at such times as he was unable to act.

Under the new constitution, the vice-chairman will be a permanent member and one division of the Board will consist of the chairman, one employer's member and one employee's member and the other of the vice-chairman and two members, one representing employers and one representing employees. It is also provided that the decision of the majority of the members present and constituting a quorum is the decision of the Board; in the event of a tie vote, the chairman or vice-chairman has a casting vote. Three members constitute a quorum, one representative each of employers and employees and either the chairman or vice-chairman.

A number of changes were made to the definitions section of the Act. The definition of "lock-out" was amended to make the closing of a place of employment, a

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

suspension of work or the discharge by an employer of a number of employees with a view to compelling them "to refrain from exercising any rights or privileges under the Act" a lock-out for the purposes of the Act. "Trade union" was also re-defined to make it clear that a provincial, national or international trade union is included in the definition.

The Act excludes from the definition of "employee" persons who exercise managerial functions or who are employed in a confidential capacity in matters relating to labour relations. A further amendment makes it clear that it is the Board who decides whether or not a person's occupation falls within those categories and is therefore excluded from coverage.

During bargaining with the view to reaching a collective agreement, the Act provides that the union is to be represented by a bargaining committee consisting of employees of the employer, or a group of employers concerned, and may include one or more officers or representatives of the trade union. An amendment now provides that, if the Board is satisfied that the employer has improperly interfered with union activities, it may authorize a trade union to be represented during bargaining by a bargaining committee consisting solely of union officials who are not employees of the employer.

An amendment designed to expedite the granting of conciliation services where bargaining between the parties has been unsuccessful provides that, where 35 or more days have elapsed from the giving of notice of desire to bargain, either party may immediately file with the Board a request that conciliation services be made available to the parties. Formerly, the parties were authorized to request conciliation services after the lapse of 35 days from the giving of notice only if it appeared that a collective agreement would not be made within a reasonable time.

A further amendment to this section empowers the Board to grant conciliation services provided the parties have met and bargained, even if written notice to commence bargaining with a view to making or renewing an agreement has not been given or if the trade union has failed to be represented by a properly constituted bargaining committee.

An amendment designed to simplify the procedure for termination of bargaining rights of a union provides that when the majority of employees in the unit have signified in writing that they no longer wish to be represented by the trade union, the Board need no longer hold a representation vote if the union concerned informs the

Board that it does not desire to continue to represent the employees in the bargaining unit. Formerly, before a union could be decertified, the Board was required to hold a representation vote and more than 50 per cent of the ballots of all those eligible to vote had to be cast in opposition to the trade union.

The Act provides that if the union has given notice to the employer of its desire to bargain with a view to making or renewing a collective agreement and there is no agreement in force, working conditions may not be altered without the union's consent during the period between the giving of the notice and seven days after the conclusion of the conciliation process, or after the Minister has notified the parties that he does not deem it advisable to appoint a conciliation board, or until the decertification of the union, whichever occurs first. A new provision states that where the notice given is for the renewal or revision of a previous agreement any difference between the parties as to whether or not working conditions were altered during such period may be referred to arbitration as if the agreement were still in force.

The power of the Board to bar an unsuccessful applicant for certification from making a new application for a period of up to 10 months was re-worded to permit the Board to bar an application by any employees affected by the unsuccessful application for the period as well as by the unsuccessful union and any other trade union representing any of the affected employees. The section now reads as follows:

...The Board shall have power...to bar an unsuccessful applicant for any period not exceeding 10 months from the date of the dismissal of the unsuccessful application, or to refuse to entertain a new application by an unsuccessful applicant or by any of the employees affected by an unsuccessful application or by any person or trade union representing such employees within any period not exceeding 10 months from the date of the dismissal of the unsuccessful application.

An amendment was made to the section added last year providing for a declaration of trade union status consequent upon the merger of the labour congresses. The section provided for a formal application to be made to the Board by any "person" concerned for a ruling as to whether or not the union has inherited the rights and duties of its predecessor. The amendment makes it clear that a trade union may apply for such a ruling.

A change was also made to the section that provides that no prosecution for an offence under the Act may be instituted without the consent in writing of the

Board. The amendment provides an exception to this rule in the case of failure to comply with an order made by the Minister to carry into effect the recommendation of a commissioner appointed to investigate any complaint of an unfair labour practice. A further amendment to this section makes it clear that an application for consent to prosecute may be made by a trade union and, if the Board consents, the information may be laid *inter alia* by an officer, official or member of the union.

A new provision authorizes the Board, where it is satisfied that a *bona fide* mistake has been made in naming one of the parties in any proceeding, to order the proper name to be added or substituted on such terms as the Board deems just.

## Department of Labour Act

### Radiation Hazards

By an amendment to the Department of Labour Act, regulations are authorized for the protection of the health and safety of persons from the effects of ionization radiation used in industry and commerce.

The Department of Labour Act is the legislation providing for the organization and administration of the Labour Department but it also authorizes the making of certain safety regulations which may be more general in application than those which may be made under the Factory, Shop and Office Building Act. At present regulations are in effect under the Department of Labour Act to protect persons employed in compressed air and in tunnels, open caissons, coffer dams and crib work.

The scope of the new regulations is quite specific. They may classify the sources of ionizing radiation, regulate and require notice of any matter respecting the processing, installation, use, movement, handling, maintenance, storage or disposal of sources of ionizing radiation and may require drawings and specifications showing protective measures against radiation hazards. The regulations may also require a physician to furnish information concerning the exposure of any person to ionizing radiation in excess of a prescribed maximum and may require the medical examination of persons who may or have already come in contact with ionizing radiation.

Regulations may stipulate that supervision of the sources of ionizing radiation be done only by qualified persons and may prescribe the necessary qualifications. They may also require that certain persons engaged in working with sources of ionizing radiation be registered. Employment of any person or class of persons in work connected with radiation hazards may be

regulated or prohibited. Any class of sources of ionizing radiation or any premises may be excluded from the regulations.

Comprehensive regulations of the type authorized by this measure have not so far been made in Canada. Similar regulations adopted by New York State last year were reported in the July 1956 issue (p. 885).

A second amendment defines "inspector" to mean an inspector appointed under the Department of Labour Act or any other Act or regulations administered by the Department.

The penalty which may be imposed by summary conviction on any person who fails to comply with any provision of the Act or regulations is raised from a minimum of \$50 and a maximum of \$300 to a maximum of \$500 or to imprisonment for a term of up to 12 months or both. This brings the maximum penalty in line with the maximum penalty under the Factory, Shop and Office Building Act for violations which endanger the health or safety of employees.

### Factory, Shop and Office Building Act

A number of amendments were made to the Factory, Shop and Office Building Act, chief of which requires the submission of plans of certain low buildings covering large areas. As before, the approval of the Department of Labour is required for plans of all proposed factories and those shops, bakeshops, restaurants and office buildings more than two storeys high. The amendment also requires the submission of plans of shops, bakeshops, restaurants or office buildings which are to have more than 5,000 square feet of gross horizontal area in any storey enclosed within exterior walls or a combination of exterior and interior walls without any opening to another building. The penalty on summary conviction for failure to comply with the section requiring approval of plans was raised from a minimum of \$20 and a maximum of \$200 to a maximum of \$500.

A new provision states that a contravention in a factory, shop, bakeshop, restaurant, office or office building of the regulations under the Department of Labour Act would be deemed to endanger the safety and health of persons within the meaning of Factory, Shop and Office Building Act and the person involved is therefore subject to the penalties laid down in the factory Act for such a contravention, a minimum of \$50 and a maximum of \$500 or imprisonment for not more than 12 months. Furthermore, a factory inspector is specifically given the power to enforce in

factories, shops and office buildings regulations made under the Department of Labour Act.

The section of the Act giving the inspector power to act when he finds a condition dangerous to the safety and health of persons in a factory was broadened and clarified and specifically made applicable also to a shop, bakeshop, restaurant, office and office building. As reworded, the section provides that where an inspector considers that any place, matter or thing in a factory, shop, bakeshop, restaurant, office or office building is a source of danger to employees or to the public he is to give notice in writing to the employer or owner directing him immediately or within a prescribed time limit to take such measures to guard the source of danger or to protect the safety and health of persons from the danger as he considers necessary. If the owner or employer fails to comply with the inspector's order, the use of the place, matter or thing must be discontinued until the direction is complied with.

A new provision authorizes the inspector to affix to the place, matter or thing a notice of his direction and it may not be removed except by the inspector or under his authorization. If the owner or employer fails to comply with the inspector's direction or fails to prevent a place, matter or thing from being used, contrary to the inspector's order, the factory, shop, restaurant, office or office building will be deemed to be kept so that the safety of the persons employed therein is endangered, and the penalty set out in the Act will apply.

The section which requires the fencing or guarding of dangerous machinery or places in factories was amended to make it apply also to shops, restaurants, bakeshops, offices and office buildings and, if a contravention of this section occurs, the factory, shop, restaurant, bakeshop, office or office building will be deemed to be kept so that the safety of the employees is endangered.

Amendments were made to the section prescribing penalties for a parent who allows a youth or young girl to be employed contrary to the Act to make it clear that the parent of a *child* employed illegally may also be penalized.

### Operating Engineers

As a result of amendments to the Operating Engineers Act, which will come into force on proclamation, persons certified as refrigeration operators and compressor operators but who are not qualified operating

engineers are authorized to operate high powered compressor and refrigeration equipment.

The amendment provides that a certified compressor operator may act as chief operator in a compressor plant of unlimited horsepower. Formerly, he was permitted to act as chief operator in a compressor plant not exceeding 400 horsepower or as shift operator in a compressor plant of unlimited horsepower. Only first or second class engineers were allowed to act as chief operators in compressor plants of over 400 horsepower. The amendments also specify that a second, third and fourth class engineer may act as chief engineer in any portable compressor plant whereas previously only a first class engineer or a qualified compressor operator could so act.

With regard to refrigeration operators, the amending Act provides for two classes instead of one: Class A and Class B. The duties of a Class B operator are the same as were previously set out for a refrigeration operator generally, that is, he may act as chief engineer in a refrigeration plant of 400 horsepower or less or as shift engineer in a plant of unlimited registered horsepower.

A Class A certificate, the new class, will entitle the holder to act as chief operator in a refrigeration plant of over 400 horsepower. Formerly only the holder of a first or second class engineer's certificate could operate as chief engineer a refrigeration plant of unlimited horsepower. Further, only refrigeration plants with a horsepower rating of over 50 are now covered by the Act instead of over 25 as formerly.

Another change provides that where more than one plant is located on the same premises, each plant may be registered separately with the approval of the Board of Examiners and that, where such plants are registered separately, each separate plant must be operated by a qualified engineer as prescribed by the Act. The Act previously permitted a high pressure steam plant and refrigeration plant which were combined into one plant to be registered separately.

The horsepower rating of a high pressure stationary steam plant where boilers have a horsepower of 200 or less or where compressors with a motive power other than steam are installed will, by an amendment, now be determined by the Board instead of being fixed according to a formula laid down in the Act, as before. Similarly, the horsepower of a combined refrigeration and compressor plant will also be determined by the Board in each case.

## Industrial Standards

An amendment to the Industrial Standards Act empowers the Industry and Labour Board, when wages are collected under an Industrial Standards Schedule, to require that part or all of the wages be forfeited to the Crown as an alternative to directing that they be paid to the employee. In explaining the purpose of the amendment to the Legislature, the Minister of Labour, Mr. Daley stated: "This would prevent a worker purposely undercutting a wage rate established in the schedule and then using the provisions of this Act to recover the difference in the rate. It also covers the situation where an employee cannot be located after recovery is made."

A further amendment relates to the section authorizing the advisory committee to fix a lower rate for handicapped employees and for employees performing work included in more than one classification and those whose work is only partly subject to the schedule. The amendment would permit the penalties provided for contravention of the schedule to apply to a contravention of the lower rate fixed by the advisory committee.

## Safe Operation of Mines

Part VIII of the Ontario Mining Act, which governs the safe operation of mines, was replaced. Safety standards were raised, particularly with respect to fire protection, explosives, hoisting apparatus, shaft conveyance construction and electricity, and a new section added setting out rules governing the transportation of explosives on the surface of mining properties.

This is the first revision of Part VIII since 1948, when the whole of the Mining Act was re-enacted, although amendments have been made from year to year to keep the section in line with modern developments in the mining safety field. In addition to the changes made, the rules have been clarified and arranged in a more appropriate sequence.

The new mining safety section does not differ in principle from the previous legislation and regulates the operation of mines, pits, quarries, mills and metallurgical works to ensure safety and adequate working conditions. The section contains provisions regulating employment in mines generally and also contains more than 400 safety rules.

The provisions respecting employment generally were not changed to any great extent. The minimum age for employment above ground at a mine is 16 years; for employment underground and at the

working face of an open cut working, pit or quarry, 18 years. The employment of women, except on the surface in a technical, clerical or domestic capacity, is prohibited. The maximum hours underground are eight in a period of 24 hours except in special circumstances. Where the regular hoistman is sick and no substitute is available, the remaining hoistman may work up to four hours extra in 24. Under the new rule this exception is limited to a period of 14 days.

As before, no person may be employed in a dust exposure occupation unless he has a medical certificate valid for one year certifying that he is free from diseases of the respiratory organs and otherwise is fit for employment in such occupation.

## Mine Safety Rules

In order to ensure the proper carrying out of the mine safety section of the Act, the owner is required to appoint a manager to be responsible for the control, management and direction of the mine. The manager must take all reasonable measures to see that the rules are observed and every foreman, shift boss, mine captain and department head is also to take all necessary precautions to enforce the requirements of the rules which are applicable to the work over which he has supervision. Each workman is also responsible for carrying out his duties in accordance with the rules, and any person through whose neglect or wrongful act a contravention occurs will be liable to the penalty provided for infraction of the rules.

The owner, agent or manager may apply in writing to the Chief Engineer to have a particular rule suspended and the manager may, with the approval of the Minister of Mines for Ontario, make rules for the maintenance of order and discipline and the prevention of accidents.

The principal changes in the mining safety rules are described below.

## Fire Protection

With respect to fire protection, the Act requires that the general procedure to be followed on the surface and underground in case of a fire which may endanger the mine entrance must be drawn up and all persons concerned kept informed of their duties. A new provision requires tests of the effectiveness of the procedures to be carried out at least once a year and a report of the effectiveness of the test made available to the Engineer of Mines for Ontario.

An auxiliary exit must be provided in every mine where a vertical or inclined shaft has been sunk or an adit driven and stopping has commenced. The mine manager

is now required to appoint a competent person to make an inspection of the exit at least once a month, and a record of the inspection and the conditions found is to be made in writing by the person who carried out the examination.

The Act formerly prohibited the erection of a building within 50 feet of any closed-in portion of a headframe or portal house unless a second means of exit from the mine workings was provided. Now, however, such a building may be erected within the prescribed minimum distance if it is constructed of fire-resisting materials. "Fire-resisting" means, when applied to buildings or structures, constructed of steel, masonry, reinforced concrete or other equivalent materials. The words "fire resisting" now replace the word "fireproof" wherever it is used throughout the safety section of the Act.

### Explosives

The Act now stipulates that only explosives in Fume Class I as established by the Bureau of Mines of Canada may be used underground. As before, the written permission of the Engineer is required before magazines may be erected; the permission has to state the maximum quantity and kind of explosives that may be stored in the building. Under the amendment, the permission is required to be posted in the magazine.

As before, explosives may not be stored underground in excess of the supply for 48 hours and the maximum amount of powder which may be stored in one place is limited to 300 pounds. With written permission of the Engineer, other underground storages may be established with a maximum of 1,000 pounds (formerly 500 pounds) of powder stored in any one place.

A new section provides that when explosives in excess of what may be stored in approved underground storages are required for such operations as longhole blasts, only such quantities as can be loaded in a 24-hour period must be kept underground at any time. Any explosives not loaded at the end of a shift are required to be stored or be adequately guarded.

A new section was added prescribing the safety precautions to be taken when transporting explosives on the surface of mining properties. These rules are in accordance with the requirements for transporting explosives set out in the Federal Explosives Act and regulations.

A motor vehicle used for carrying explosives must be maintained in sound mechanical condition and is required to be conspicuously marked by suitable signs

or red flags easily visible from front or rear. No vehicles may be loaded with explosives to more than 80 per cent of the manufacturer's rated capacity. Metal parts of the vehicle which may come in contact with explosives containers must be covered with wood, tarpaulin or other material. No other goods or material must be carried on a vehicle in which explosives are being transported, and detonators are not to be carried in the same vehicles as other explosives except in a suitable container in a separate compartment and not in excess of 1,000 detonators. Vehicles carrying explosives in excess of 150 pounds are to be equipped with a fire extinguisher of adequate size and capable of dealing with a gasoline or oil fire. Explosives must be secured to prevent any part of the load from becoming dislodged. Vehicles carrying explosives must never be left unattended and only persons required to handle the explosives may travel on the vehicle. Smoking is prohibited by persons on the vehicle transporting explosives.

As regards blasting, the Act requires that, in the case of a supposed misfire or missed hole, no blaster or other person may leave his place of refuge and return to the scene of the blast for 30 minutes. A new provision states, however, that when no shot is heard and a faulty circuit is indicated, the circuit may be repaired immediately after the blaster has assured himself that the blasting switch is locked in the open position and lead wires are short circuited.

### Hoisting

Several new sections were added with respect to hoisting. A new provision specifies that utility hoists and attached equipment used for the raising and lowering of material are to be maintained in a safe working condition. Further, the hoisting of men or material in mine shafts by push-button automatic control is subject to the approval of the Chief Engineer. The general provision is added prohibiting persons to be hoisted or lowered in a shaft or other underground opening at a mine except in an approved hoisting conveyance as set out in the rules. This, however, does not include cases where men are raised or lowered by suitable means in construction, maintenance or repair work. Only authorized persons may operate any equipment for controlling the movement of the hoist or interfere with the equipment in any way.

As regards hoisting during shaft-sinking operations, the Act now specifies that where the hoisting speed exceeds 1,000 feet a minute men must ride in the bucket above the bottom crosshead stop. In a shaft or winze, in the course of sinking, the door

to cover the sinking compartments must be closed when men are loaded or unloaded except where a safety crosshead fits the compartment at the collar or other point of service. Permission must be obtained from the Chief Engineer before a skip is used for lowering or raising men in any shaft or winze except during sinking, inspection or maintenance operations.

With respect to the construction of hoists, a new rule provides that the doors in all cages and skips for raising and lowering men must be fitted with a suitable latch and have a minimum clearance at the bottom. The section setting out the requirements with respect to auxiliary brakes was re-worded and now provides that whenever men are in the shaft hoisting conveyance the hoist must be equipped with more than one brake each capable of stopping and holding the corresponding drum of the hoist. At least one of the brakes required must be arranged for automatic operation when any of the safety devices for brake application operate. In the case of single drum air or steam driven hoists, automatic valves to control engine compression arranged for operation by the safety devices may serve as a brake. Such arrangements are subject to the approval of the Mechanical Engineer.

#### **Haulage**

A new provision respecting locomotive haulage requires the locomotive operating platform to be provided with a suitable seat and an adequate guard for the protection of the motorman. With regard to mechanical trackless haulage, the rules now state that on every level on which mechanical trackless haulage equipment is employed, a minimum total clearance of five feet must be maintained between the sides of the haulageway or workings and the mechanical equipment. It is now specified that trackless haulage equipment, as well as a haulage locomotive as before, may not be left unattended unless the controls have been placed in the neutral position and the brakes set. As previously, persons are not allowed to ride on any conveyor or belt, but it is now specified that this does not apply to an escalator or man-lift approved by the Chief Engineer.

#### **Gravel Pits, Quarries, Mills and Metallurgical Works**

A number of changes were made in the special precautions, which are set out separately, that must be observed in sand and gravel pits and quarries, and in mills and metallurgical works.

It is now provided that every pit or quarry dangerous because of its depth must be securely fenced or otherwise protected.

As regards party walls of pits and quarries, the rules now provide that, unless adjoining owners agree to dispense with the requirement, in sand, clay or gravel, excavation operations are not to be carried on within a distance from the property boundary of half the height of the total pit face, and in rock quarries no excavation may be carried on within 15 feet of the property boundary. All derrick guy wires in pits and quarries are required to be regularly inspected and maintained.

A new provision with regard to inspection in mills and metallurgical works requires all ropes, safety devices, safety catches, signalling devices, doors, interlocks, and other electrical and mechanical equipment to be inspected at least once a month, and the inspection records made available to the Engineer.

#### **Electricity**

New provisions in the electrical rules govern the use of portable conductors and the supplying of mobile equipment operating at more than 300 volts.

#### **Social Legislation**

##### **Hospital Insurance**

The Legislature made provision for a hospital care insurance plan to be financed jointly by the province and the federal government by enacting the Hospital Services Commission Act, 1957. The new Act replaces the Hospital Services Commission Act, 1956.

There are two parts to the new Act. Part I continues in effect the Hospital Services Commission of Ontario as a corporation without share capital and states its function as "to ensure the development throughout Ontario of a balanced and integrated system of hospitals and related health facilities" and other duties related to this function. These provisions are substantially the same as set out in the Hospital Services Commission Act, 1956, which is repealed.

Part II authorizes the Government of Ontario to enter into an agreement with the Government of Canada under which Canada will contribute to the cost of a hospital care plan, and it gives the Lieutenant-Governor in Council authority to establish by regulations a plan of hospital care insurance in accordance with the agreement. In addition to the duties enumerated in Part I, the Commission is given the function of administering the hospital care insurance plan.

##### **Mothers Allowances**

The mothers' allowances legislation was replaced by a new Act, The Mothers' and Dependent Children's Allowances Act, 1957, which is to come into force on proclamation.

On introducing the Bill, the Minister of Public Welfare said that it inaugurated a new approach in providing for allowances to families where there are dependent children without a father's income to maintain the home, in that it establishes the principle of allowances based on the budgetary requirements of the family within prescribed limits. In this way, he said, the actual financial requirements of the family may be determined and the allowances payment adjusted as the circumstances of the family change. He said also that the new legislation will make an important change in that the administration of the program will be decentralized.

The new legislation also makes a number of changes in respect to eligibility.

#### **Amount of Allowances**

The new Act states that allowances are to be determined having regard to the financial need of the applicant and computed in accordance with the regulations. It gives authority to the Lieutenant-Governor in Council to make regulations establishing classes of recipients and prescribing the maximum allowances that may be paid to each class and the manner of computing the amount of allowances. As at present there may also be provision for paying the whole or part of medical and dental services.

Under the present legislation the allowance to mothers is a flat rate grant of \$50 a month for a mother with one dependent child, plus \$10 a month for other dependants, and the allowance to foster mothers is \$24 a month each for the first two foster children and \$10 a month for each additional foster child. These basic amounts may be supplemented in needy cases by an extra amount of up to \$20 monthly and fuel allowances during the winter season.

#### **Eligibility**

An amendment passed in 1956 made the mother of an illegitimate child eligible for assistance if she had cared for the child for two years following the birth of the child. In the new legislation the two-year care requirement is removed and an unmarried mother who is caring for her child may receive the allowance without a waiting period if she is otherwise eligible.

Another change has to do with divorced persons. In the existing legislation a mother was eligible who had divorced the father of the child and had been awarded custody of the child but only if in the divorce proceedings no provision had been made for their maintenance, or if the father had failed to carry out his obligations and had not been heard of for at least a year. Under

the new legislation allowances may be granted in all types of divorce cases if the need is established.

The new legislation also specifically states that a mother is eligible whose husband is imprisoned for a period of six months. The only way mothers can be assisted in such circumstances under the present legislation is by means of the provision relating to special circumstances in which the Lieutenant-Governor in Council may direct that an allowance be paid.

Some changes have also been made in the conditions under which a permanently unemployable father may receive an allowance in respect to dependent children. At present allowances may be granted only if the mother is dead or is absent from the home for a period of at least six months. Under the new Act he may receive the allowance if his wife has deserted him and has not been heard of for six months or more, or is a patient in a sanatorium, hospital or other similar institution, or is imprisoned for a period of six months or more.

#### **Administration**

The administration of the program will be conducted from the district offices of the Department of Welfare. The regional administrator in the district office will have authority to receive applications, determine the eligibility of applicants and the amount of the allowances, and direct payment accordingly. He will work under the supervision of the Director of the Mothers and Dependent Childrens Allowances Branch of the Department. Provision may be made in regulations for establishing a board of review consisting of the Director and two or more other persons.

#### **Old Age Assistance and Blind Persons' Allowances**

Amendments were made to the Old Age Assistance Act and the Blind Persons' Allowances Act to authorize the Minister of Public Welfare to make an agreement with the federal government providing for payment by Canada to Ontario any portion of amounts of allowances paid by the province to blind or aged residents. The former wording of the section authorized agreements providing for federal assistance in the case of old age assistance of 50 per cent of allowances of a maximum of \$40 a month of 75 per cent of such allowances in the case of blind recipients.

Since the Minister of Finance announced in the budget speech that provision was being made for funds to pay, from July 1, 50 and 75 per cent respectively of allowances of up to \$46 a month to the aged

and blind, the amendment will enable the province to enter into new agreements taking advantage of the proposed increase.

### Bills Not Passed

A private member's Bill to amend the Labour Relations Act, which failed to get beyond first reading, sought to require that where a representation vote is taken, a union would be certified as bargaining agent

if it obtained more than 50 per cent of the votes of all those eligible to vote *and actually voting*. The Act at present provides that the Board will certify the union if it obtains more than 50 per cent of the ballots of all those eligible to vote.

Another private member's Bill sought to amend the Fair Accommodation Practices Act by bringing multiple dwellings under the Act.

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## Legal Decisions Affecting Labour

Quebec court holds that provisions of Quebec Minimum Wage Act and Order respecting tips is valid. Ontario court dismisses motion to quash a representation vote order of Canada Labour Relations Board

The Quebec Court of Queen's Bench, appeal side, held that the sums given hat-check girls in hotels are tips, and that the Minimum Wage Commission was acting within its powers under the Act in providing in its general order that tips belong to the employee and that an employer is not allowed to retain them, even with the employee's consent.

A motion brought in the Supreme Court of Ontario by the International Union of Mine, Mill and Smelter Workers to quash a representation vote order of the Canada Labour Relations Board was dismissed.

In the United States, the U.S. Court of Appeals at Richmond ordered enforcement of a National Labor Relations Board order requiring an employer to recognize a bargaining agent for a craft unit. The Court held that the Board had not acted in an arbitrary and unreasonable manner in approving the separation of a group of electrical workers from a plant unit.

### Quebec Court of Queen's Bench . . .

... upholds decision that hotel check-room girls have right to retain tips or gratuities received

On April 18, 1956, the Court of Queen's Bench (in appeal) in Montreal upheld the judgment of the Superior Court to the effect that a check-room girl has the right to retain the "tips" or gratuities received.

The Court ruled valid and *intra vires* section 73 of General Ordinance No. 4 adopted by the Minimum Wage Commission that provides that tips of any kind whatsoever are the exclusive property of the employee and the employer is not allowed to retain them even with the employee's consent.

The facts of the case were related by Mr. Justice Casey and Mr. Justice Hyde in their reasons for judgment.

The defendant company, Brandt Service Ltd., by agreement acquired from the Mount Royal Hotel the exclusive right to operate the check-rooms located in the hotel. One of the company's obligations was to provide sufficient attendants to operate this service. In discharge of this undertaking the company employed plaintiff, Anne Fedorki, as a check-room girl. She was paid 30 cents an hour (twice the minimum wage) for a 60-hour week and in addition she was to receive a further sum of \$2 per week. For her part she agreed to hand over to the company all sums paid to her by the public, whether they be called "tips" or not.

Although there was nothing in the contract forbidding it, the company made no charge for checking services, relying on amounts given to the attendants or placed in receptacles for that purpose by customers. The plaintiff claimed these payments as "tips"; in the defendant company's opinion they should be considered as payments for services and not "tips" in the true sense of the word.

Anne Fedorki worked from September 17, 1947, to February 9, 1948, and regularly turned over to the company all "tips" which she received. Then she left the defendant's employ and on April 19, 1948, she instituted action claiming \$3,126.44, which sum was made up primarily of "tips" amounting to more than \$3,000.

The company pleaded that the sums paid by hotel guests to check-room girls were not "tips"; and that in any event section 73 of the Ordinance was *ultra vires* the Minimum Wage Commission.

On September 26, 1952, the trial judge rejected the argument based on illegality of section 73; ruled that all sums paid by guests were "tips"; and condemned defendant to pay to plaintiff \$582.16 with interest from April 19, 1948 (of which amount \$560 was under the heading of "tips", the rest covered the claims for overtime, vacation pay and uniform allowance). The Court arbitrarily fixed the amount of "tips" to be recovered by plaintiff at \$5 a day, assuming that from the evidence submitted it was impossible to calculate the exact amount.

The judgment of the Superior Court was appealed by both parties, Brandt Service Ltd. asking that the action be dismissed and Anne Fedorki asking that the award be increased. Both appeals were dismissed by the Queen's Bench Court on April 18, 1956.

Mr. Justice Casey, in reasons for judgment with which Mr. Justice Pratte concurred, said that the main issue before the Court was the validity of section 73 of General Ordinance No. 4. The defendant contended that even if the sums paid by the hotel guests be regarded as "tips", it was beyond the competence of the Minimum Wage Commission to provide that these "tips" should become exclusive property of the employee.

The Court concurred with the ruling made by the trial judge that the sums given by hotel guests to the check-room girls were "tips" and not payment for services rendered.

Returning to the main issue, Mr. Justice Casey quoted Section 13 of the Minimum Wage Act and Section 73 of General Ordinance No. 4:

13. The Commission may, by ordinance, determine, for stated periods of time and for designated territories, the rate of minimum wage payable to any category of employees indicated by it, the terms of payment, working hours, conditions of apprenticeship, the proportion between the number of skilled workmen and that of apprentices in any stated undertaking, the classification of the operations and the other working conditions deemed in conformity with the spirit of the Act.

73. *Tips*: Tips of any kind whatsoever are the exclusive property of the employee and the employer is not allowed to retain them or to consider them as part of the wages, even with the employee's consent.

In his opinion Section 73 is not *ultra vires* the powers of the Commission and Section 23 of the Minimum Wage Act makes its contravention a matter of public order. He therefore reached the following conclusions:

Section 13 empowers the Commission to determine minimum wages; this right em-

braces anything that may effect, or be accessory to, such wages and their determination.

It is notorious that check-room attendants who are bracketed by the Ordinance with bell-boys, porters and messengers, operate as do waiters for example under a well defined system of "tipping" and that they depend to a large extent on these gratuities. It is only reasonable to suggest that when the Legislature empowered the Commission to fix minimum wages it intended that the Commission should take into consideration all relevant factors. It is equally reasonable to assume that when the Commission fixed the minimum wage payable to check-room attendants at \$0.15 per hour its decision was predicated on the knowledge that the employee had another source of remuneration: "tips". Viewed in this light, Section 73 which does nothing more than protect this other source of remuneration, comes squarely within the enabling section of the act.

As an added reason for rejecting defendant's argument one may refer to the fact that Section 13 contains the words: "the other working conditions deemed in conformity with the spirit of the Act". So far the words "working conditions" have not been given a meaning which excludes all others. These words must be interpreted as they are used in their context. As used in Section 13 and bearing in mind the subject matter involved they are broad enough to embrace section 73 of the Ordinance. For these reasons I am of the opinion that defendant's main argument fails.

Mr. Justice Hyde concurred with the opinion of the other two judges that the defendant's appeal should be dismissed with costs. However, he dissented from other Justices regarding the plaintiff's appeal as to the amount awarded. In his opinion it could be established from the evidence submitted by the defendant that plaintiff was entitled to at least \$7.50 a day as her share of the "tips" instead of \$5. Accordingly he would have allowed plaintiff's appeal and award her \$7.50 per day for 112 days or \$850 instead of \$560 as her share of the "tips" received by defendant.

The Court upheld the judgment of the Superior Court and dismissed both appeals with costs. *Brandt Service Limited v. Fedorki*; *Fedorki v. Brandt Service Limited* (1957) B.R. RJQ 190.

## Supreme Court of Ontario . . .

. . . dismisses motion to quash Canada Labour Relations Board order directing representation vote

Mr. Justice Stewart, in the Supreme Court of Ontario, on January 13 dismissed an application of the International Union of Mine, Mill and Smelter Workers to set aside an order of the Canada Labour Relations Board directing a representation vote in a bargaining unit composed of employees of Bicroft Uranium Mines Limited.

The circumstances leading up to the Board's order were that on October 31, 1956, the United Steelworkers of America applied

to the Board to be certified as bargaining agent for a unit of employees of Bicroft Uranium Mines Limited, claiming to have as members of the union more than 50 per cent of the employees in the unit. On November 4 the International Union of Mine, Mill, and Smelter Workers served notice of intervention on the ground that the Steelworkers did not have a majority of the unit as members in good standing according to Rule 15 of the Board's Rules of Procedure and asked for a hearing. On December 13 the Board held a hearing and ordered that a vote be taken to determine whether or not the majority of the members of the unit desired the Steelworkers as their bargaining agent. At that point the Mine Mill Union filed notice of motion in the Supreme Court of Ontario to quash the order on the grounds that the Board had no jurisdiction because the Steelworkers' union had not shown that any employees were members in good standing of the union and had not complied with the provisions of its own constitution as to membership in the union, and that the Board had reversed itself by making opposite decisions on the same evidence.

In his reasons for judgment, Mr. Justice Stewart examined the grounds put forward by the Mine Mill Union. He quoted the provisions of the Industrial Relations and Disputes Investigation Act which give the Board authority to determine, for the purposes of the Act, whether a person is a member in good standing of a trade union, whether a proposed unit is appropriate for collective bargaining, and to certify an applicant union as a bargaining agent of the unit provided the majority in the unit are members in good standing of the applicant union or have shown by a vote that they desire it as their bargaining agent.

In carrying out its duties the Board must abide by the rule stated in *Board of Education v. Rice* that it "must act in good faith and fairly listen to each side"; this the Board had done. Mr. Justice Stewart said that it was not for him to try the issues by way of appeal and he therefore was of the opinion that he should not review the Board's findings.

As to the contention that the Board had reversed itself on identical evidence, he said that it was not appropriate for him on application for *certiorari* to determine which of two conflicting decisions was correct but only to consider "did the Board do or omit to do any act that in law is sufficient to base a finding that it either deprived itself of jurisdiction or refused jurisdiction?" In this case he could find nothing which warranted his answering the

question in the affirmative and he therefore dismissed the application. *Thibeault et al v. Canada Labour Relations Board et al*, Supreme Court of Ontario, January 16, 1957 (unreported).

## U.S. Court of Appeals, Fourth Circuit . . .

... upholds order approving a separate craft unit for electricians in glass manufacturing company

On March 11, 1957, the U.S. Court of Appeals at Richmond dismissed the claim of the Libbey-Owens-Ford Glass Company that the National Labor Relations Board's craft severance policy was unreasonable, and ordered the employer to bargain collectively with a craft unit severed from a larger unit and certified by the National Labor Relations Board as a proper bargaining agent.

The court held that the local union No. 968, International Brotherhood of Electrical Workers (IBEW) was properly certified by the Board as bargaining representative of a properly constituted bargaining unit of employees.

The facts of the case were related by Chief Judge Parker in his reasons for judgment. Prior to May 1954, United Glass and Ceramic Workers of North America had represented as bargaining agent all of the production and maintenance employees at the Company's plant. On May 7, 1954, Local 968 of the International Brotherhood of Electrical Workers filed a petition with the Board in which it requested certification as bargaining representative of the maintenance department employees. Later this request was reduced to electricians and instrument electricians. After a hearing had been held, the Board, on September 3, 1954, rendered its decision in favour of a bargaining unit composed only of electricians and instrument electricians and one helper, twelve persons in all, excluding all other employees, and directed that a representation vote be taken to determine the wishes of the members of the proposed unit.

The representation vote was held on September 24 and all twelve of the members of the proposed unit voted in favour of the unit and of being represented by Local 968 as bargaining representative.

The Local was certified by the Board on October 4. In a note to the representation order the Board stated its reasons for setting up a separate bargaining unit composed of electricians and instrument electricians. The Board could not agree to the demand to sever a unit of all maintenance employees from an existing plant-wide production and maintenance unit, because the maintenance group was composed, in part,

of machinists, welders, carpenters, painters, and maintenance men. Moreover, the Federation of Glass, Ceramic and Silica Sand Workers of America, had, since 1952, represented a plant-wide unit of all production and maintenance employees. Consequently the Board found that a unit of all maintenance employees was not appropriate. Then the Board considered an alternative demand for a unit composed of electricians and instrument electricians. Regarding this request the Board stated:

Approximately 12 electricians and instrument electricians perform the customary duties of their craft under the immediate supervision of the electrical instrument foreman. Although other "craftsmen" and production employees may bid for jobs as electricians and instrument electricians, and although there is no formal training program for electricians and the instrument electricians are highly skilled, have had previous electrical experience or training before coming to the employer, and they perform only that work normally performed by their craft. As it is clear from the record that the electricians and the instrument electricians are craftsmen and practitioners of the same allied craft, and as they are sought to be represented by a union which historically and traditionally represents them, we find, contrary to the employer and the intervenor, that the electricians and the instrument electricians may constitute a separate appropriate unit for collective bargaining purposes.

In spite of the fact that Local 968 was certified by the Board as bargaining agent for electricians and instrument electricians, the employer refused to recognize or bargain with it.

In June 1956, the Board held that the employer had failed to comply with the Labor Management Relations Act by refusing to bargain with Local 968, and an unfair practice proceeding based on the refusal followed.

The court in reviewing the case recalled that the action of the Board was taken pursuant to Section 9 (b) of the Labor Management Relations Act, the pertinent portion of which reads as follows:

- (b) The Board shall decide in each case whether, in order to assure to employees the fullest freedom in exercising the rights guaranteed by this subchapter, the unit appropriate for the purposes of collective bargaining shall be the employer unit, craft unit, plant unit, or subdivision thereof; provided that the Board shall not...
- (2) decide that any craft unit is inappropriate for such purposes on the ground that a different unit has been established by a prior Board determination unless a majority of the employees in the proposed craft unit vote against separate representation...

In the opinion of the Court the determination of the bargaining unit under this provision is a matter resting in the sound

discretion of the Board and a decision as to the appropriate unit cannot be disturbed unless the Board exercises the power conferred on it in an arbitrary and unreasonable manner.

In the case at bar the employer and intervenor (United Glass and Ceramic Workers of North America) contended that the power of the Board was exercised in an arbitrary and unreasonable manner, because, in their view, the decision of the Board was based on the rule laid down by the Board in its decision in the case of American Potash and Chemical Co., 107 N.L.R.B. 1418, 33 LRRM 1380, which, in their opinion, is unreasonable in providing that "a craft group will be appropriate for severance purposes in cases where a true craft group is sought and where, in addition, the union seeking to represent it is one which traditionally represent that craft". Further, they contended that the rule was unreasonably applied in the case at bar because, in their opinion, the IBEW was not a union traditionally representing a craft within the meaning of the rule and that no such showing was made with respect to its Local 968.

The Court rejected both of these contentions on the ground that the Board pointed out very clearly that its decision was not based upon the rule laid down in the American Potash case. Furthermore, the judge stated, the rule referred to is essentially one of policy for guidance of Board action; and where its application does not involve an abuse of discretion as applied to the facts of a particular case, there is no basis upon which the courts may interfere with what the Board has done. In the opinion of the Court there was no such abuse of discretion in the case at bar and there is nothing which could be termed arbitrary or unreasonable in the Board's action. The electrical workers, the judge added, were skilled employees unquestionably presenting an appropriate unit for severance from other employees for the purpose of collective bargaining, and they unquestionably constituted members of a craft entitled to the protection of the statute above quoted. Furthermore, the IBEW, which they chose to represent them, had been repeatedly held by the Board to be an appropriate representative of electrical workers.

Another contention brought up by the employer was that the Board's "contract bar" rule precluded the certification of the IBEW local. The meaning of that rule is that an existing bargaining agreement will normally bar a petition for redetermination of representatives; however, one

of the recognized exceptions is that a petition filed before the automatic renewal date of an agreement and otherwise appropriate is not barred. The Court rejected the "contract bar" objection on the ground that the petition in the case at bar was filed well in advance of the renewal date of the agreement; furthermore the "contract bar" rule is a mere procedural one "which the Board in its discretion may

apply or waive as the facts of a given case may demand in the interest of stability and fairness in collective bargaining agreements".

The Court ruled that the order of the Board be enforced. *National Labor Relations Board v. Libbey-Owens-Ford Glass Co. et al and United Glass and Ceramic Workers of North America*, 39 LRRM 2557.

## Recent Regulations, Federal and Provincial

First regulations issued to apply unemployment insurance to fishermen  
Minimum wage rates increased in B.C. for bus drivers, hotel industry

New regulations under the Unemployment Insurance Act have initiated an unemployment insurance scheme for fishermen, including those who do not work under a contract of service.

In British Columbia, a revised minimum wage order for the hotel and catering industry set a minimum hourly rate of 65 cents. Three special orders for bus operators were replaced by a new general order providing for a minimum wage of \$1 an hour and requiring overtime to be paid for all hours worked in excess of 8½ in the day and 47 in the week. Employees practising certain professions and callings and some students were exempted from the Hours of Work Act and from the Minimum Wage Acts.

The Quebec Minimum Wage Commission added diamond-drilling operations to the list of operations considered as having no regular work-week for the purposes of Order No. 4, the general minimum wage order.

In Alberta, regulations issued by the Apprenticeship Board for the recently designated millwright trade provide for the issuance of certificates of qualification to persons with at least four years of qualifying experience in the trade. Under the revised regulations for the plastering trade, the upper age limit for apprentices is raised from 21 to 24 but preference will be given to persons under 21.

Other regulations deal with fees under the Manitoba Licensed Practical Nurses Act and the extension of a conditional exemption from the overtime provision of the Saskatchewan Hours of Work Act.

### FEDERAL

#### Unemployment Insurance Act

Amendments to the Unemployment Insurance Regulations, adding a new Part VII entitled Fishermen's Regulations, were

approved by P.C. 1957-442 of March 28, 1957, effective April 1, 1957. They were gazetted April 10, 1957.

The Unemployment Insurance Act was amended in 1956 to authorize the Unemployment Insurance Commission, with the approval of the Governor in Council, to develop an unemployment insurance plan to cover persons engaged in fishing whether or not they are employees, and, for the purposes of the scheme, to consider as the employer of the fisherman a person with whom he enters into contractual or other commercial relationships in respect of his occupation as a fisherman. The Fishing Regulations now issued are the first step in putting the plan into effect.

In order to integrate a plan for fishermen with the general unemployment insurance plan for wage earners it was necessary to find the equivalent of an employer to assume the responsibilities that fall to employers under the Act, and to prescribe a method for determining net earnings and the time during which they may be deemed to have been earned, so that there may be a basis for contributions similar to a weekly wage or salary. These matters are dealt with in the regulations now issued, which are to be followed by others dealing with benefits, so that consideration of applications for benefit may begin next January 1. As the Minister of Labour explained in the House of Commons on February 1 (L.G., March, p. 358), the plan is that the period each year when benefits will be paid is the time of year when most fishermen are unemployed, January 1 to April 15.

It is stated in the Regulations that the provisions of the Act and of the other parts of the Regulations are applicable to fishermen to the extent that they are not inconsistent with, or have not been specifically modified by, these special Regulations. The special features of the plan are briefly described below.

## Coverage

Employment or engagement as a fisherman is declared to be insurable employment even if there is no contract of employment. Sharesmen and lone workers are thus covered, as well as wage earners.

No upper earnings limit will apply to fishermen, and a fisherman is not excluded from coverage because of being a shareholder or officer of a company.

A person who does not ordinarily derive his livelihood from insurable employment and who is engaged in fishing for an inconsiderable period (less than an aggregate of 20 weeks in a year) may elect not to be covered, and a fisherman in the Yukon or Northwest Territories may so elect regardless of the duration of his fishing activities.

## The Employer

The buyer (other than a buyer such as a householder or restaurant operator who buys fish for consumption) to whom a fresh or cured catch is delivered is deemed to be the employer of the members of the crew who share in the returns of the catch. However, if there is an actual employer, that is a person who employs a fisherman under a contract of service, who is not himself engaged in the catch, the actual employer is deemed to be the employer.

In cases where the buyer cannot be treated as the employer because he is out of the country or too far distant to have sufficient knowledge of the fishing operation to carry out the duties of an employer, and there is no actual employer, the skipper or head fisherman will be the employer.

A catch includes Irish moss and kelp, and the natural by-products of fish such as livers and oil, but not scales, if they are sold separately. It does not include seals unless caught by a crew engaged under a contract of service.

After a person becomes the employer of an insured fisherman, he is required to apply to the Unemployment Insurance Commission within three days for a registration number and a licence to purchase "fishing stamps". "Fishing stamps" are unemployment insurance stamps in the same denominations as the usual ones, but specially marked. The employer is required to keep the records needed for determining whether contributions are payable, for determining and allocating the earnings and for recording contributions, as well as the particulars of any declarations used in this connection, and any particulars required for determining the time of payment of the contributions.

## Earnings

For fishermen who are wage earners and whose actual employer is insuring them, no special provision is made for determining earnings, as the ordinary rules of the Act and Regulations will apply. Where the employer is the buyer, the method of determining earnings is prescribed. Since in the case of fishermen who work on shares, and lone fishermen, the gross value of their sales of fish covers expenses they have had to incur as well as their net return from fishing, it is provided that the actual expenses, if known, or otherwise 30 per cent of the value of the catch, is to be deducted from the gross earnings, to determine the net earnings. Where the share arrangement is known to the buyer, the determination of the net earnings of each individual concerned is to be made in accordance with that arrangement; if the share arrangement is not known to the buyer, the skipper is to be treated as having two shares and each of the other members, one share. The latter rule is also applied where the crew are paid wages by the skipper but the skipper is paid by the net returns from the catch, and both he and the rest of the crew are being insured by the buyer. If a husband and wife are engaged in a fishing operation, if the wife shares in the proceeds her share is credited to her husband for contribution purposes.

In the case of a buyer (such as a co-operative) which pays for a catch, at the time of delivery, an amount less than the expected market price, with the adjustment to be made some months later, the buyer is required to make a reasonable estimate of the market price, which, after operating expenses are deducted, may serve as the basis for contributions.

The Regulations also prescribe the manner in which these net earnings are to be allocated to calendar weeks for contribution purposes. As regards the net earnings from a catch of fresh fish, if the buyer knows the calendar weeks in which the fisherman has worked to catch the fish he is to record the earnings as distributed over those weeks. Where there are no time records, the general rule is to record the earnings for the week in which the sale is made, or for two weeks if the buyer knows that a fishing trip has extended over more than seven consecutive days, or where a collector boat which ordinarily takes a delivery from a fisherman every week has been delayed by weather.

Net earnings from deliveries of cured fish, if there are no time records, are dealt with by a method designed to take

into account the time spent in curing or "making" the fish before sale, as well as for the catch. This is to be done by means of a "table of divisors" which sets out the quantity of the different kinds of cured fish which will represent one week. For instance, the divisor for dry heavy salted cod is three cwt., so that the net earnings from the sale of six cwt. of dry heavy salted cod would be apportioned over two weeks.

Once weekly earnings have been determined in this manner, the employer is required to affix "fishing stamps" in the insured fisherman's book in the same amounts as if the weekly earnings were wages, subject to the provision that a fisherman will not be entitled to a contribution for a week in which his net earnings are less than \$9. In recording contributions arrived at by the divisor method, the buyer is to affix stamps for all the calendar weeks back to May 1 in the current fishing season in which unemployment insurance contributions have not already been recorded from either fishing or other insurable employment. If stamps still remain to be credited to the fisherman, he will recommence and affix these as additional contributions, again working backwards as far as May 1.

Pending the making of the regulations dealing with fishermen's benefit, no account will be taken of any contributions made in respect of fishing, either for purposes of qualification or for determining the rate or duration, in connection with any claim for unemployment benefit.

## PROVINCIAL

### Alberta Apprenticeship Act

Regulations under the Alberta Apprenticeship Act governing the millwright and plastering trades made by the Alberta Apprenticeship Board following inquiries and approved by the Lieutenant Governor on January 29 by O.C. 169/57 and O.C. 170/57 were gazetted February 15.

#### The Millwright Trade

The regulations for the millwright trade are the first to be issued in Alberta, as the trade was designated only last December (L.G., Feb., p. 207). The new regulations, which are similar to other apprenticeship regulations approved in recent years, lay down rules respecting certificates of qualification, eligibility, term of apprenticeship, training, hours and wages.

As in the machinist, sheet metal and painting and decorating trades, provision is made for issuing certificates of qualification to persons who have not served a

formal apprenticeship. Upon submission of proof of efficiency a certificate of qualification may be issued to a journeyman with at least four years of qualifying experience in the millwright trade prior to the publication of these regulations, provided he applies within 180 days from February 15, 1957. A candidate who applies after the expiration of the 180-day period will be required to take an examination to establish his proficiency. If he fails the examination he will be given an appropriate standing as an apprentice and will be allowed to register as an apprentice and complete his training according to the Act and these regulations.

A journeyman who is granted a certificate of qualification may be asked to appear for re-examination at the discretion of the Apprenticeship Board; if he fails, his certificate may be cancelled. The Department of Industries and Labour may also cancel a certificate which has been obtained by means of a fraudulent declaration, signature or testimonial.

A candidate for apprenticeship in the millwright trade must be at least 16 years of age and must have completed Grade 9 or its equivalent.

The term of apprenticeship is four years, including the three-month probationary period. Allowance will be made, however, for experience in the trade and for technical or vocational training.

The ratio of apprentices to journeymen is one to one, with an employer who employs one journeyman or who is himself a journeyman being permitted one apprentice. As is the custom in other trades, an apprentice transferred temporarily by arrangement with the Director of Apprenticeship for the purpose of learning a branch of the trade not carried out by the employer to whom he is apprenticed will not be counted in the quota.

The same provision is made for technical and practical training as in other designated trades. Apprentices are required to attend the educational classes prescribed by the Board at which technical instruction will be given in accordance with an approved syllabus. Employers must also give instruction and practical training in all branches of the trade, including the selection and preparation of materials.

As in the other trades, an apprentice must pass the prescribed trade tests and trade examinations and must also have satisfactory reports from his employer and from the trade school before he may be granted an annual certificate of progress or a final certificate of qualification as a

journeyman. If an employer fails to send in a report, the apprentice will be deemed to have made satisfactory progress.

With respect to hours, the regulations provide that an apprentice must work the same number of hours in a day and in a week as a journeyman.

As in other trades, the minimum rates payable to apprentices when not attending technical classes are specified percentages of the prevailing wages of a journeyman. Increases are not automatic, however, as in the majority of trades, but are contingent upon successful completion of the year's technical training as is the case in the machinist trade. For registered employment prior to first year technical training, the rate is 45 per cent. This must be increased to 60 per cent after successful completion of first year technical training with a further increase to 70 per cent after a second successful year. From the time he passes his third year until he completes his apprenticeship training, the apprentice must receive at least 85 per cent of a journeyman's wage. If the term of apprenticeship is reduced, wages are to be adjusted accordingly.

### **The Plastering Trade**

The new regulations for the plastering trade replace those approved in July 1949 by O.C. 1057/49 (L.G. 1949, p. 1571), making some changes in the rules respecting eligibility, term of apprenticeship and wage rates.

The age requirement has been changed, the new regulations providing that, subject to the Act and the regulations, any person between the ages of 16 and 24 years and preferably not over the age of 21 years is eligible for apprenticeship. The Board may also declare any other person eligible on the recommendation of the Local Advisory Committee. Formerly, no person over 21 years was considered except a veteran whom the Board had accepted on the advice of the Local Advisory Committee.

The educational standard is the same, an apprentice in the plastering trade being required to have completed Grade 9 or its equivalent.

The term of apprenticeship continues to be four years, including the three-month probationary period. Allowance is now made, however, for experience in the trade as well as for technical or vocational training. Previously, unless specially authorized by the Board, time-credit was not given for any but indentured experience.

The ratio of apprentices to journeymen is now one to three instead of one to one. However, an employer who employs one

journeyman or who is himself a journeyman may have one apprentice, as formerly.

There are a few changes with respect to wages. The minimum starting rate is still 40 per cent of the prevailing journeyman's wage, but it is now payable for the first six months of employment rather than for registered employment prior to basic training, as formerly. Increases continue to be automatic, the regulations providing for an increase to 50 per cent after six months and for further increases to 55, 60, 70 and 80 per cent, respectively, after six-month intervals. During the seventh and eighth six-month periods, the apprentice must not receive less than 90 per cent of a journeyman's wage.

Under the former regulations, the 50-per-cent-rate was payable the first six months after basic training. Half-yearly increases were also provided for, bringing the rates up to 50, 60, and 70 per cent. During the fifth and sixth six-month period after basic training the minimum rate payable to an apprentice was 90 per cent of a journeyman's rate.

As in the other trades where automatic increases are provided for, the Board may permit an employer to withhold an increase from an apprentice who has failed to qualify for an annual certificate of progress.

### **British Columbia Hours of Work Act, Male and Female Minimum Wage Acts**

The British Columbia Board of Industrial Relations recently revised its minimum wage order for the hotel and catering industry, increasing the rate to 65 cents an hour, and replaced the three special orders for bus drivers by a new general order providing for a minimum wage of \$1 an hour for bus operators throughout the province. It also issued two regulations exempting certain students-in-training and persons practising specified professions and callings from the operation of the Hours of Work Act and the Male and Female Minimum Wage Acts.

The two new minimum wage orders, Male and Female Minimum Wage Order No. 52 (1957) and Male and Female Minimum Wage Order No. 17 (1957), were gazetted on March 28, to take effect May 6. The new regulations, Regulation No. 44 (1957) under the Hours of Work Act and Regulation No. 5 under the Male and Female Minimum Wage Acts, were gazetted March 21.

#### **Minimum Wages**

##### *Hotel and Catering Industry*

The order for the hotel and catering industry, Male and Female Minimum Wage Order No. 52 (1957), has the same coverage

as Order No. 52, (1951) (L.G. 1952, p. 314), the order which it replaces. It applies to hotels, lodging-houses, clubs, restaurants, cafés, eating-houses, dance-halls, cabarets, banquet-halls, ice-cream parlours, soda-fountains, lunch-wagons, hospitals, sanatoria, nursing homes, dining-rooms or kitchens in connection with industrial or commercial establishments or office buildings or schools or any similar place where food or lodging is furnished, for which a charge is made, whether operated independently or in connection with any other business. All employees in such establishments are covered except graduate nurses, student-nurses training in approved schools of nursing, students employed in the schools in which they are enrolled, pages, employees covered by another order specifically defining their work, and persons acting in a supervisory or managerial capacity.

The same limitations are imposed on hours of work as formerly. Unless different arrangements are authorized by the Board in accordance with the Hours of Work Act, employees are not permitted to work beyond eight hours in the day and 44 in the week except during emergencies, when they may work up to nine hours in any one day provided the weekly hours do not exceed 44.

As previously, a 32-hour rest period must be given each week, which in exceptional cases may be varied by the Board upon the joint application of the employer and the employees. The employer is also required to provide suitable restrooms and adequate toilet and washroom facilities for his employees. If the Board finds that these do not meet the requirements, it may order the employer to make the necessary changes within a specified period of time.

Unlike the former order, which provided for two minimum rates, a weekly rate (\$22) which governed all employees working 40 or more hours a week and an hourly rate (55 cents) which covered all employees who normally worked less than 40 hours in a week, the new order establishes one basic rate (65 cents) for the hotel and catering industry. As usual, however, an exception may be made in the case of part-time employees, apprentices, and handicapped persons for whom the Board has issued permits to work for less than the minimum wage, the order providing that these employees must be paid the rate specified in the permit.

One and one-half the regular rate must again be paid for all hours worked in excess of eight in the day and 44 in the week where the hours worked do not exceed eight in any one day. In the exceptional cases provided for under the Hours of Work

Act where employees are permitted to make other arrangements respecting hours, the overtime rate need not be paid until the employees have completed the hours agreed upon. Under the new order the overtime rate may also be varied by the Board in the case of any part of the hotel and catering industry which has been exempted from the operation of the Hours of Work Act.

There are two minor changes with respect to the daily guarantee. The basic provisions may no longer be varied by the Board but are now subject to the same qualifications as in other orders. An employee must be paid at least two hours' pay at the regular rate if he reports for work in response to a call unless his condition is such that he is not competent to perform his duties or has failed to comply with the Accident-Prevention Regulations of the Workmen's Compensation Board, and four hours' pay if he commences work, except where his work is suspended because of inclement weather or other reasons completely beyond the control of the employer. School students reporting for work on school days are to be paid for the entire period spent at the place of work, with a minimum in any one day of two hours' pay at the regular rate.

The employer is again forbidden to require an employee, as a condition of employment, to partake of meals and to make use of lodging provided by him. However, if the employee voluntarily agrees to partake of the meals and use the accommodation provided by the employer, and, if in the opinion of the Board, the accommodation or board is inadequate or if the charge made is excessive, the Board may so notify the employer who thereafter may not make any deductions from the employee's wages except as may be specified by the Board in its notice.

As formerly, no charges or deductions from employees' wages may be made for accidental breakages.

The order also contains the usual provisions respecting semi-monthly pay, posting of orders and work schedules and the keeping of records.

Order No. 54 of 1952 (L.G. 1952, p. 947), the hotel and catering order for resort hotels in unorganized territory during the summer season, continues in effect. This order permits employees in resort hotels to work up to 10 hours in a day and up to 52 hours in a week but requires the overtime rate to be paid for all hours worked in excess of 44 in a week. It also provides that employees must be given a rest period of 24 consecutive hours in each calendar week unless the Board of Industrial Relations approves a different arrangement.

## *Bus Operators*

The new order for bus operators, Male and Female Minimum Wage Order No. 17 (1957), is the first general order to be issued in British Columbia for this occupation. It applies to all bus operators in the province except drivers exclusively engaged in transporting passengers to and from schools and churches. The three rescinded orders had a more restricted coverage, Orders 70 and 70A of 1940 applying to male bus drivers on Vancouver Island and Saltspring Island and Order No. 76 (1942) covering only female drivers in Vancouver and its environs.

The new order places the same interpretation on the expression "bus operator," defining the term as "any employee in charge of or driving a motor vehicle with seating accommodation for more than seven passengers used for the conveyance of the public, for which a charge is made".

In keeping with recent practice, the new order makes no distinction between full-time and part-time employees, providing for only one basic rate, \$1 an hour. Formerly, two minimum rates were set, a 60-cent rate which applied to drivers on a 40-to-50-hour week and a 66-cent rate for operators working less than 40 hours a week. Order 70 also stated that the minimum wage applied to the time of a bus driver while on duty and waiting on call, including time spent dead-heading from the employer's headquarters or garage to take charge of a bus as well as all the time occupied by a driver from the time he reported for duty at the headquarters or garage of his employer until he returned again. This definition is not in the new order.

The new order has the usual daily guarantee provision which, besides requiring that every operator be paid at his regular rate of pay for the entire period spent at the place of work on the call of the employer, guarantees every operator a minimum of two hours' pay at the regular rate if he reports for work in response to a call and four hours' pay if he commences work, subject to the usual qualifications. This provision represents a gain for male operators on Vancouver Island and Saltspring Island, as under the previous order these employees were entitled to only one hour's pay for reporting for duty on the call of the employer. The female order did not have a daily guarantee provision.

Another departure is that time and one-half the regular rate must be paid for all hours worked beyond 8½ in the day and 47 in the week where the hours worked do not exceed 8½ on any one day. The former

male order set a minimum overtime rate of 90 cents an hour payable after nine hours in the day and 50 in the week. No overtime rate was provided for women drivers under Order No. 76.

As was the case under the former male order, the overtime rate does not apply to waiting time when the driver is occupied on special trips, charter trips, excursions and overloads. The new order also states that the overtime rate does not apply to waiting time resulting from any factor completely beyond the control of the employer nor to the lay-over time of a bus operator.

Except for the punitive overtime rate, the new order imposes no limitation on hours nor does it provide for a weekly rest. This represents no change for male drivers, as there were no provisions of this kind in Order No. 70. Order No. 76, however, did place a restriction on the working hours of women operators and also provided for a weekly rest of 24 consecutive hours.

Unlike the former orders which prohibited deductions for uniforms except on terms fixed by the Board, the new order lays down no rules with respect to uniforms or special wearing apparel. However, employees are covered by the general order respecting uniforms, Male and Female Minimum Wage Order No. 3 (1946), which provides that an employer who requires his workers to wear uniforms or other special apparel must supply and service them free of charge to his employees, except in cases where the Board approves another arrangement upon the joint application of the employer and the employees.

## *Exemptions*

Regulation No. 44 (1957) provides that the Hours of Work Act will not apply to persons entitled to practise a profession or calling under any of the following Acts or to students enrolled under these Acts: Architectural Profession Act, Chartered Accountants Act, Chiropractic Act, Chiropractic Profession Act, 1955, Insurance Act, Land Surveyors Act, Legal Professions Act, 1955, Medical Act, Naturopathic Physicians Act, Optometry Act, Real-estate Agents' Licensing Act, Securities Act and Veterinary Act.

Persons licensed to practise a profession or calling under the acts listed above and students registered under any of these acts were also exempted from the Male and Female Minimum Wage Acts by Regulation No. 5, which went into effect on March 21, rescinding Regulation No. 4 (1957). This last order had previously exempted students registered under the Chartered Accountants Act and students-at-law and articled clerks

enrolled under the Legal Professions Act (L.G., March, p. 349) from the operation of the Minimum Wage Acts.

Somewhat similar exemptions have been approved in two other provinces in recent months. Last December, the Alberta Board of Industrial Relations issued three orders granting total or partial exemption from the wages and hours provisions of the Alberta Labour Act and orders under the Act to field employees in the land surveying industry, commercial travellers, insurance agents and real estate and securities salesmen (L.G., March, p. 348). The new Manitoba minimum wage order gazetted on January 12, (L.G., March, p. 349) exempted members of and students training for the professions of accountancy, architecture, dentistry, engineering, law, medicine, nursing and pharmacy.

### **Manitoba Licensed Practical Nurses Act**

New regulations under the Manitoba Licensed Practical Nurses Act providing for higher minimum fees for practical nurses were gazetted March 2, replacing those authorized by Man. Reg. 26/53 (L.G. 1953, p. 1656).

The new regulations provide that the minimum gross fees that may now be charged for an 8-hour, 10-hour, 12-hour or 20-hour day are \$7.20, \$9, \$10.80, and \$12, respectively. The former regulations provided for daily minimum rates of \$6, \$7.50, \$9 and \$10 and also stated that a licensed practical nurse was responsible for her own board, room and maintenance.

Where a practical nurse is employed and paid by the month or longer period, the minimum monthly salary that she may now receive is \$160, plus laundering of uniforms, which represents an increase of \$25 over the former rate.

The rules respecting hours are unchanged. A nurse who is on duty or on call for more than 12 hours in any day must have four hours off duty and at least six hours for sleep. As formerly, working hours for practical nurses employed by the month may not exceed eight in the day and 44 in the week.

The regulations again provide that a licensed practical nurse who has completed a year's continuous service with one employer is entitled to two weeks' annual vacation with pay or to the period provided for under the Vacations with Pay Act, whichever is the greater. The definition of a year's continuous service is the same as formerly and means a period of not less than 95 per cent of the regular working hours within the 12 months immediately preceding the vacation.

The new regulations were approved by Man. Reg. 14/57 and went into effect on February 25.

### **Quebec Minimum Wage Act**

Two orders of the Quebec Minimum Wage Commission making minor amendments to Order No. 4, 1953, the general minimum wage order covering the majority of unorganized workers in the province, and to Order No. 3, 1957, the new vacation order issued in January, were approved by the Lieutenant-Governor in Council on March 7 by O.C. 211 and were gazetted March 16.

#### *Minimum Wages*

The amendment to Order 4, adds diamond-drilling undertakings to the list of establishments and undertakings for which no regular work-week is prescribed. As a result, persons engaged in diamond-drilling operations will now be subject to the same wage provisions as employees in other undertakings without a fixed work-week. The minimum rates payable to experienced employees are 51 cents in Zone I, 46 cents in Zone II and 41 cents in Zone III. For inexperienced employees the rates are 39 cents, 36 cents and 31 cents, respectively.

Employers are not compelled to pay overtime rates to employees employed in diamond-drilling undertakings nor are they required to guarantee them the three-hour minimum or a weekly rest period. They are obliged, however, to give them an annual holiday with pay and the other benefits provided under the general vacation order.

#### *Annual Vacations*

The amendment to Order No. 3, 1957, is a correction to the revised order in order to make it clear that, while vacation-with-pay credit books and stamps are intended primarily for use in the building construction industry, they may also be sold to other employers and employees so that employees who are entitled to a vacation with pay may have their vacation indemnities paid with vacations-with-pay credit stamps if they and the employer so agree.

### **Saskatchewan Hours of Work Act**

A conditional exemption from the overtime provision of the Saskatchewan Hours of Work Act which formerly applied only to employees of swimming pools operated by the City of Regina has been extended to municipal swimming pool employees in Saskatoon by O.C. 479/57, which was gazetted March 15, rescinding O.C. 1198/55 (L.G. Sept. 1955, p. 1064).

*(Continued on page 628)*

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claims for benefit in February down 45 per cent from January but up 3 per cent from February 1956. Statistics\* show more claimants on "live" file and benefit payments higher than month and year earlier

The number of initial and renewal claims for unemployment insurance benefit in February was 45 per cent below that of January but about 3 per cent higher than in February 1956. The nation-wide railway strike which began on January 2 was probably the main cause of the large number of claims in January.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 190,714 claims were received at local offices of the Unemployment Insurance Commission across Canada in February, compared with 359,384 in January and 185,016 in February 1956.

There was no substantial change in the volume of recorded unemployment as indicated by the count of claimants having an unemployment register in the "live file" on February 28 (572,387, of which 467,532 were males and 104,855 were females) compared with the count at the end of January, 545,981 (444,052 males and 101,929 females). In comparison with the same date last year, the current figures represent an increase of about 12 per cent (February 1956 data are: 510,963; 413,083 males and 97,880 females).

Adjudications of initial and renewal claims numbered 238,490, of which 159,285, or more than 65 per cent, were categorized "entitled to benefit". When initial and renewal claims are examined separately, however, substantial differences are shown in the proportion of entitlements, with about 60 per cent of the initial and more than 90 per cent of the renewal being classed as "entitled". The low-qualifying ratio in the case of initial claims is mainly caused by the inclusion of the cases in which the benefit period is not established (of the 76,026 initial claims classed as "not entitled", 62,973 or 83 per cent were cases in which

the benefit period was not established), and the number of such adjudications is considerably higher during the months when the seasonal benefit is applicable.

Disqualifications totalled 27,787, including those arising from revised and seasonal benefit claims, the chief reasons being: "voluntarily left employment without just cause", 8,836 cases; "not capable of and not available for work", 5,837 cases and "loss of work due to a labour dispute", 2,960 cases, the majority of which were in respect of participants in the railway dispute.

New beneficiaries in receipt of either regular or seasonal benefit during February totalled 210,270, compared with 295,461 during January and 173,759 during February 1956.

Benefit payments (constituting regular and seasonal benefit) totalled \$38,603,408 in compensation for 1,831,424 weeks during February, \$33,439,112 and 1,605,948 weeks during January and \$32,188,102 and 1,733,650 weeks during February 1956.

Complete weeks totalled 1,715,252, comprising more than 90 per cent of the total weeks compensated, while the proportion of partial weeks due to excess earnings was in excess of 60 per cent.

The average weekly benefit rate was \$21.08, compared with \$20.82 for January and \$18.57 for February 1956.

The estimated average weekly number of beneficiaries for regular and seasonal benefit was 457,800 for February, 365,000 for January and 416,100 for February 1956.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

Claims totalling 64,924 were considered for seasonal benefit; 1,951 of these were renewal seasonal benefit claims.

Claims adjudicated numbered 64,730, of which 41,304 were entitled to benefit.

Seasonal benefit claimants having an employment register in the "live file" on the last working day of the month totalled 103,741.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for February show that insurance books or contribution cards were issued to 4,937,616 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At February 28 employers registered numbered 290,023, an increase of 658 during the month.

### Enforcement Statistics

During February, 4,495 investigations were conducted by district investigators

across Canada. Of these, 3,617 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions. The remaining 878 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were commenced in 69 cases, 16 against employers and 53 against claimants\*. Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 451.\*

### Unemployment Insurance Fund

Revenue received in February totalled \$20,099,433.52 compared with \$23,074,431.68 in January and \$20,043,943.42 in February 1956. Benefit payments in February amounted to \$38,586,547.49 compared with \$33,421,774.13 in January and \$32,168,997.54 in February 1956. The balance in the fund at February 28 was \$897,942,373.80; at January 31 there was a balance of \$916,429,487.77 and at February 29, 1956, of \$873,417,741.80.

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## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1345, February 25, 1957

(Translation)

**Summary of the Facts:** The claimant worked as a labourer for Shawinigan Chemicals Ltd., from 1944 to July 30, 1956, when he was suspended for misconduct. After the claimant had filed his claim for benefit on August 1, the employer informed the local office that the claimant had smoked where smoking was prohibited and that, although this was his first offence, he should have been aware of the fact that he was thus violating regulations, as for the past six years there were rooms for that purpose.

The insurance officer disqualified the claimant from receipt of benefit from July 29th to September 8th, 1956, pursuant to section 60 (1) of the Act. The claimant appealed to a board of referees, stating that, when the incident which brought about his suspension occurred, he was having his lunch with a co-worker; that each of them had lighted one cigarette on the

burners of an electric stove which were on all the time, and that consequently he did not break the regulations by smoking if the fact that this stove was a greater explosion hazard was taken into account.

The board of referees, after having heard the claimant and a representative of his union at Joliette, Que., on August 29, 1956, unanimously upheld the appeal. The board expressed the opinion that the suspension of the claimant was out of line with the contravention, considering the surrounding circumstances and the fact that his smoking companion was his foreman and that the employer had used this case to set a good example.

The Director of Unemployment Insurance appealed to the Umpire on October 16, 1956, alleging that the decision of the board of referees was not in accordance with decision CUB-584 dealing with similar facts and which had been brought to the attention of the board.

**Conclusions:** The evidence clearly indicates that the claimant has knowingly contravened the company's regulations and I consider that the board of referees erred

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\*These do not necessarily relate to the investigations conducted during this period.

in upholding the appeal on the grounds that the employer's decision was out of proportion with the transgression.

Under the provisions of the Unemployment Insurance Act, the competent authorities have, under special circumstances, the right to impose or reduce the usual disqualification of six weeks. In the present case, the board of referees could have exercised this privilege rather than give a decision contrary to the established jurisprudence.

I am willing, however, because among other reasons this was the claimant's first offence during his several years in this company's employ, to reduce the disqualification period to three weeks, and I so direct.

### Decision CUB-1351, March 1, 1957

**Summary of the Facts:** The claimant, married, 41 years of age, filed a renewal application for benefit on June 25, 1956, stating that she had worked as a machine operator for a firm of envelope manufacturers in Toronto, Ont., at \$1.11 an hour from April 4 to May 2, 1956, when she voluntarily left because the high speed of the machine in operation and the pressure of production were affecting her nerves. Previously she had been intermittently employed in the same capacity by the above-mentioned firm from 1944 to January 20, 1956, when she voluntarily left because the work was too heavy.

On August 14, 1956, the local office notified her of an offer of employment as a trainee with a firm of printers in Toronto at a starting wage of 70 cents an hour, in accordance with the prevailing rate of pay in the district for that type of work. As in the case of the previous employment, the hours of work were eight a day and 40 a week. She refused to apply because, with 20 years' experience as envelope machine operator, she did not want to learn a new trade (bookbinding). The local office commented that, until the time of the offer, she had worked only two months in 1956; that she was still interested in employment in her regular occupation although she did not intend to return to her former employer; and that there was no opening in her trade.

The insurance officer disqualified the claimant from receipt of benefit from August 12 to September 22, 1956, because in his opinion she had, without good cause, refused to apply for a situation in suitable employment (section 59 (1) (a) of the Act).

The claimant appealed to a board of referees, chiefly on the grounds that the rate of pay offered was much lower than

what she had been receiving and that she hoped to get work as an envelope machine operator within a few weeks' time.

The board of referees which heard the case in Toronto on September 12, 1956, unanimously allowed the appeal on the grounds that, while it was true that she had worked only two months in 1956 owing to her own illness and that of her mother, she should have been given more than seven weeks in which to find employment in her regular occupation.

The Director of Unemployment Insurance appealed to the Umpire on November 7, 1956, contending that, if the claimant "is to secure continuous employment, it is apparent that the work must be in an occupation other than her usual occupation".

In a subsequent submission the claimant stated that, as she had been unsuccessful in securing employment in her trade at \$1.11 an hour, she had looked for other work and obtained a job as a sales clerk which, while at a wage lower than the salary she had previously received, was more remunerative than the position of trainee at 70 cents an hour.

**Conclusions:** I do not feel that there is sufficient justification to reverse the unanimous decision of the board of referees.

It is true that, because her health allowed her to perform the work of a machine operator only spasmodically, the claimant should have been prepared to accept any offer of suitable employment in another occupation.

The claimant's health, though she may not have realized it, apparently had reached that stage where the strain of machine work was more than her nerves could stand. The board of referees may well have considered that, under the particular circumstances, to provide one type of machine work for another, did not constitute "suitable employment" within the meaning of section 59 (1) (a) of the Act.

Moreover, considering her long years of experience in the labour field, I am not satisfied that the board erred in finding that the position of a trainee at 70 cents an hour with a printing firm was unsuitable. In any event, I am prepared to give the claimant the benefit of any doubt which I may have in that respect.

It is to be noted that, since the appeal was lodged, the claimant has on her own initiative found a job far removed from machine work, namely, that of a sales clerk, and at a rate of pay in excess of 70 cents an hour.

The appeal is dismissed.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during March Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 137 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 97 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Post Office .....	20	\$171,854.41
R.C.M.P. ....	2	77,480.00

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

## Wage Claims Received and Payments Made during March

During March the sum of \$9,618.29 was collected from 14 employers who had failed to pay the wages required by the labour conditions attached to their contracts. This amount has been or will be distributed to the 335 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Central Mortgage and Housing Corporation

*Gagetown N B*: Community Enterprises Ltd, construction of 191 housing units & services. *Renfrew Ont*: A B Taylor Construction Co, construction of 13 housing units. *Toronto Ont*: Louis Donolo (Ontario) Ltd, construction of apartment bldgs & day care centre, Regent Park South; Consolidated Building Corp, construction of 148 row housing units, Regent Park South.

### Department of Citizenship and Immigration

*James Bay Indian Agency Ont*: Smith & Elston Co Ltd, miscellaneous repairs to Moose Factory IRS, Moose Factory Island. *The Pas Indian Agency Man*: Jim Riley Construction, construction of power line from Sanatorium Board of Manitoba Hospital Power Plant to Guy IRS.

### Defence Construction (1951) Limited

*Bedford N S*: Frost Steel & Wire Co (Quebec) Ltd, erection of chain link fence, RCN Magazine. *Deep Brook N S*: Thompson Esq, grading of sports field, HMCS Cornwallis. *St Hubert Que*: Gerard Sicotte Construction Ltd, construction of water supply main to alert hangar area, RCAF Station. *St Johns Que*: R Desrosiers & Frere Ltee, supply, fabrication & erection of structural steel for OR Mess, RCAF Station. *Valcartier Que*: C Jobin Ltee, construction of propellant static test stand, bldg 274, CARDE. *Camp Ipperwash Ont*: H J Kedrosky, sewage treatment installation. *Shirley Bay Ont*: Ross Structural Steel Ltd, supply, fabrication & erection of structural steel for radio physics laboratory, Defence Research Board. *Toronto Ont*: John Inglis Co Ltd, construction of climatic chambers, Downsview Medical Laboratory. *Trenton Ont*: The Tatham Co Ltd, extension to officers' mess, RCAF Station. *Uplands Ont*: Lundy Fence Co Ltd, erection of chain link fence, RCAF Station; Queensview Construction & Development Ltd, construction of barrack block & outside services, RCAF Station; Queensview Construction & Development Ltd, construction of ration depot, (RCASC) RCAF Station. *Rivers Man*: International Water Supply Ltd, development of well & supply & installation of deep well pump, motor standby engine, etc, RCAF Station. *Moose Jaw Sask*: Redi-Mix Ltd, repair & construction of roads & parking areas, RCAF Station. *Cold Lake Alta*: Department of Highways of Alberta, construction of gravel cut-off connection road, RCAF Station. *Penhold Alta*: Everall Engineering Ltd, repairs to runway, taxistrip, etc, RCAF Station; Wilson & Wilson Ltd, construction of sludge drying beds, RCAF Station. *Comox B C*: Burns & Dutton Concrete & Construction Co Ltd, construction of ME garage & refuelling tender garage, RCAF Station; International Water Supply Ltd, replacement of No 2 well with gravel wall well, RCAF Station. *Esquimalt B C*: John Inglis Co Ltd, supply & installation of two steam generating units, HMC Dockyard. *Kamloops B C*: Stange Construction Co Ltd, addition to Naval Stores Bldg No 25, RCNAD. *Sea Island B C*: C J Oliver Ltd, extension to fire hall, etc, RCAF Station.

### Building and Maintenance

*Barriefield Ont*: Cardinal Painting & Decorating Co Ltd, interior painting of PMQs, Fort Henry Heights. *North Bay Ont*: McNeilly Bavington Ltd, exterior painting of PMQs. *Winnipeg Man*: Maple Leaf Construction Ltd, asphalt paving of MT compounds, Fort Osborne Barracks. *Calgary Alta*: Gallelli Sand & Gravel Co Ltd, paving of parking lots, RCAF Station. *Camp Wainwright Alta*: Everall Engineering Ltd, construction of sidewalks & retaining walls, stage 1.

### Department of Defence Production

*St John's Nfld*: Mrs Annie Manderson, catering at Buckmaster's Field. *Bedford N S*: Howard Brunt, extension of fire alarm & telephone systems, RCN Magazines; Bryant Electric Co Ltd, construction of overhead transmission line, RCN Magazine. *Dartmouth N S*: Armco Drainage & Metal Products of Canada Ltd, construction of retaining wall & metal drain, RCN Air Station. *Truro N S*: George E Waugh, construction of rifle range, Armouries. *Utopia N B*: Cordner, Hubert & Bond Ltd, catering at Camp Utopia. *Barrie Ont*: Willard & Bluj, interior painting of Armouries. *Centralia Ont*: Len J

McCarthy, interior painting of barrack blocks, RCAF Station. *Chatham Ont*: D J Tarry Construction Co, alterations to ladies' washroom & sergeants' mess, Armouries. *Ottawa Ont*: Maintenance & Construction Co, installation of floor covering, CASEE; Morrison-Lamothe Bakery Ltd, catering at Camp Connaught. *Trenton Ont*: Willard & Bluj, exterior painting of bldgs, RCAF Station; Weatherproofing Ltd, insulation & repair of steam heating system, RCAF Station. *Colwood B C*: Parfitt Construction Co Ltd, renovations to bldg No 12, DND Property. *Esquimalt B C*: Farmer Construction Ltd, alterations to galley area, bldg No 89, HMCS *Naden*.

#### National Harbours Board

*Churchill Man*: Kummel-Shipman Electric Ltd, rewiring of No 1 annex, grain elevator.

#### National Research Council

*Ottawa Ont*: Ross-Meagher Ltd, construction of structural test slab, Montreal Road Laboratories.

#### Department of Public Works

*Pike's Arm Nfld*: Cameron Contracting Ltd, \*dredging. *St Lawrence Nfld*: Grant-Mills Ltd, construction of wharf & shed. *Charlottetown P E I*: Bruce Stewart & Co Ltd, \*repairs to dredge *PWD No 12*; Bruce Stewart & Co Ltd, \*repairs to dredge *Pownal No 2*; Bruce Stewart & Co Ltd, \*repairs to tug *Fredericton*. *Georgetown P E I*: Diamond Construction Co Ltd, \*dredging; Diamond Construction (1955) Ltd, reconstruction of railway wharf. *New London Bay P E I*: Edward MacCallum, harbour improvements. *Skinner's Pond P E I*: Morrison & McRea Ltd, breakwater construction. *Summerside P E I*: Diamond Construction Co Ltd, \*dredging. *Amherst N S*: M F Schurman Co Ltd, construction of RCMP detachment quarters. *Arichat N S*: Tidewater Construction Co Ltd, wharf reconstruction & dredging. *Caribou N S*: T C Gorman (Nova Scotia) Ltd, wharf reconstruction. *Cribbens Point N S*: T C Gorman (Nova Scotia) Ltd, wharf repairs. *Drum Head N S*: Joseph Almon, harbour improvements. *Pictou N S*: Ferguson Industries Ltd, \*repairs to pontoons, dredge *PWD No 21*. *Port Hawkesbury N S*: Port Hawkesbury Marine Railway Co Ltd, \*repairs to tug *Canso*. *Sambro N S*: Mosher & Rawding Ltd, wharf extension. *Shelburne N S*: Mosher & Rawding Ltd, wharf extension. *Island River N B*: Comeau & Savoie Construction Ltd, harbour improvements. *St Thomas N B*: Colin R MacDonald Ltd, construction of wharf. *White Head (Grand Manan) N B*: J W McMulkin & Son Ltd, construction of breakwater. *Clarke City Que*: Capt Irene Verreault, \*dredging. *Lauson Que*: Geo T Davie & Sons Ltd, \*towing, docking & painting, etc, of dredge *PWD No 130* & tug *Bersimis*. *Newport Point Que*: Emile Cloutier, construction of wharf. *Cobourg Ont*: McNamara Construction Co Ltd, \*dredging. *Hamilton Ont*: Frisina Construction Co Ltd, addition & alterations to Postal Station "B". *Jersey River Ont*: Ruliff Grass Construction Co Ltd, reconstruction of training wall, stage 3. *Kenora Ont*: Bird Construction Co Ltd, construction of freight shed. *Kingston Ont*: James Kemp Construction Ltd, construction of federal bldg. *Lake Matinenda Ont*: R A Blyth, wharf construction. *Leamington Ont*: Canadian Dredge & Dock Co Ltd, harbour improvements. *Ottawa Ont*: J E Copeland Co Ltd, extension to storage bldg, National Gallery of Canada. *Pefferlaw River Ont*: Simcoe Dock & Dredging Ltd, reconstruction of training wall, stage 3. *Port Hope Ont*: J P Porter Co Ltd, \*dredging. *Toronto Ont*: McNamara Construction Co Ltd, \*dredging in Eastern Channel. *Emerson Man*: Bird Construction Co Ltd, construction of highway offices & alterations to existing bldg, Customs & Immigration Terminal. *Weyburn Sask*: Poole Construction Co Ltd, construction of federal bldg. *Wolseley Sask*: Bird Construction Co Ltd, construction of post office. *Beaver Lodge Alta*: C H Whitham Ltd, construction of header house. *Creston B C*: A E Jones Co Ltd, construction of office & laboratory bldg. *Nanaimo B C*: Pacific Piledriving Co Ltd, extension to assembly wharf. *Summerland B C*: Kenyon & Co Ltd, construction of laboratory & office bldg. *Vancouver (First Narrows) B C*: British Columbia Bridge & Dredging Co Ltd & North Western Dredging Co Ltd, \*dredging. *Uchulet West B C*: McKenzie & Derrick Co Ltd, dredging & bulkhead, small boat harbour.

#### The St. Lawrence Seaway Authority

*Iroquois Ont*: Donovan Construction Co of Canada Ltd, supply & installation of electrical system at lock, International Rapids Section.

#### Department of Transport

*Malton Ont*: W G Gallagher Construction Co, construction of addition to administration bldg, airport. *Toronto Ont*: Navais Construction Ltd, construction of radio beacon station & related work. *Windsor Ont*: Loaring Construction Co Ltd, construction of radio beacon bldgs & related work. *Vancouver B C*: City of Vancouver, construction of sewage lift station, sewers & force main, airport.

# WAGES, HOURS, WORKING CONDITIONS

## Working Conditions in Slaughtering and Meat Packing Industry, April 1956

Working conditions in the meat packing industry equal or better than average. Four-fifths of plant employees on five-day, 40-hour week

Compared with manufacturing as a whole, working conditions in the meat packing industry were equal or better than average at April 1956. Four-fifths of the plant employees were on a five-day 40-hour week; two weeks' vacation after five-years and three weeks after 15 years were predominant; almost 95 per cent of the employees could enjoy eight or more paid statutory holidays; coverage under pension plans was high at 75 per cent (employer contribution being 50 per cent for about half the employees of the industry and 100 per cent for another fifth); and the coverage under group life insurance, wage loss insurance and group hospital medical plans is also higher than average.

The Canadian meat packing industry is characterized by a relatively small number of firms with branches widely spread among the provinces. Collective bargaining is conducted largely on the basis of individual firms, and the influence of units of the large packing houses is marked. A regional distribution of the establishment covered by the April 1956 survey, with their plant employees, follows:

	Establish- ments	Plant Employees
CANADA .....	80	17,985
Maritime Provinces .....	4	404
Quebec .....	13	3,400
Ontario .....	26	6,706
Manitoba .....	10	2,307
Saskatchewan .....	7	751
Alberta .....	9	3,008
British Columbia .....	11	1,409

**Standard Work Week**—In all provinces except Quebec and Ontario, workers comprising more than 90 per cent of the provincial total were in plants reporting the 40-hour week. In the two excepted provinces, the proportion was about two-thirds; in Ontario, more than a fifth of

the workers were in plants where 45 hours was standard, and in Quebec the proportion was 11 per cent.

In the Maritimes, Quebec and Saskatchewan, the five-day week was reported as applying to more than 90 per cent of the workers. The proportions in the other regions ranged between 68 and 87 per cent.

**Vacations with Pay**—Almost 70 per cent of the meat packing employees covered in the survey were eligible for two weeks' paid vacation after service of 5 years. This was the predominant practice in all provinces except Manitoba, where three years was the service requirement for two weeks' vacation. In Alberta and British Columbia substantial proportions (29 per cent and 23 per cent respectively) are granted a vacation of two weeks after two years' service.

Fifteen years or less was the stipulated service requirement for three weeks' vacation in all regions, with more than four-fifths of the employees in all except one coming under this provision. In British Columbia about 38 per cent of the workers could qualify for three weeks after less than 15 years; another 60 per cent could qualify after 15 years. Only in Ontario was four weeks' vacation reported—in plants employing 13 per cent of the total and the service requirement was 25 years or more.

**Paid Statutory Holidays**—Eight or more paid statutory holidays was the predominant practice in meat packing in all provinces. Upwards of 86 per cent of the employees in seven of the eight regions were eligible for eight; in British Columbia about 60 per cent were in plants reporting eight and another 36 per cent in those reporting more than eight paid statutory holidays.

**Rest Periods**—The practice of granting rest periods was universally reported in this industry. The commonest practice in all regions was two 10-minute periods per day, although 31 per cent of the employees in Alberta and 10 per cent in British Columbia were in plants reporting two 15-minute periods.

**Pension Plans**—Employees in plants which reported a pension plan ranged from 59 per cent of the total coverage in Quebec and Saskatchewan to 91 per cent in the Maritimes.

In the Maritime Region, almost half the packinghouse employees were in establishments where the entire cost of the pension

plan was borne by the employer. In the other regions a 50-50 arrangement was more common, although the proportions in plants paying the entire cost were substantial in several provinces: Alberta 32 per cent, Manitoba 23 per cent, British Columbia 18 per cent and Ontario 16 per cent.

**Group Life Insurance**—Group Life Insurance was almost universal in all regions, ranging between 91 and 100 per cent of the employees. The cost-sharing arrangement for group life showed considerable variation, however. The table which follows gives a summary of the most common cost-sharing arrangements by region:

# **WORKING CONDITIONS OF NON-OFFICE EMPLOYEES IN THE SLAUGHTERING AND MEAT PACKING INDUSTRY, APRIL 1, 1956**

	Percentage of Employees		Percentage of Employees
<i>Standard Weekly Hours</i>		<i>Pension Plans</i>	
40 hours.....	78.0	Employees in establishments reporting a pension plan.....	74.7
Over 40 and under 44.....	3.4	Proportion of premium borne by employer	
44.....	2.6	25 to 49 per cent.....	1.0
45.....	9.8	50.....	50.5
Over 45 and under 48.....	.5	51 to 67.....	4.3
48.....	4.5	100 per cent.....	17.9
Over 48 hours.....	1.2	Premium shared but proportion not stated.....	.8
Employees on a 5-day week (1).....	80.0	No information as to sharing.....	.2
<i>Vacations With Pay</i>		<i>Group Life Insurance</i>	
Employees in establishments reporting two weeks with pay		Employees in establishments reporting group life insurance.....	94.3
After: 1 year.....	7.9	Proportion of premium borne by employer	
2 years.....	8.8	Nil.....	14.3
3 years.....	8.6	Less than 25 per cent.....	18.8
5 years.....	68.7	25 to 49.....	1.0
Other periods.....	5.7	50.....	23.6
Employees in establishments reporting three weeks with pay		51 to 67.....	3.2
After: Less than 15 years.....	6.6	68 to 99.....	.3
15 years.....	85.4	100 per cent.....	17.5
20 years.....	1.3	No information as to sharing.....	15.6
Employees in establishments reporting four weeks with pay.....	5.0	<i>Insurance Plans Providing Cash Compensation for Wage Loss Due to Illness</i>	
<i>Paid Statutory Holidays</i>		Employees in establishments reporting a plan for cash compensation.....	77.5
Employees in establishments reporting the following number of paid statutory holidays:		Proportion of premium borne by employer	
None.....	.7	Nil.....	.4
5.....	1.3	Less than 25 per cent.....	.9
6.....	1.1	25 to 49.....	1.1
7.....	.6	50.....	67.7
8.....	90.8	51 to 67.....	1.5
More than 8.....	3.9	68 to 99.....	.7
No information.....	1.6	100 per cent.....	4.2
<i>Rest Periods</i>		No information as to sharing.....	1.0
Employees in establishments reporting rest periods		<i>Group Hospital-Medical Insurance(2)</i>	
One period of		Employees in establishments reporting a plan to which the employer contributes:	
10 minutes.....	1.0	Hospitalization.....	71.3
15 minutes.....	2.4	Surgical benefits.....	74.9
Two periods of		Physicians' services in hospital.....	59.4
10 minutes.....	88.3	Physicians' home and office calls.....	48.8
15 minutes.....	7.1	Major medical (catastrophe insurance)	8.1
Other.....	.1	Employees in establishments reporting a plan to which the employer does not contribute:	
		Hospitalization.....	28.8
		Surgical benefits.....	28.7
		Physicians' services in hospital.....	16.0
		Physicians' home and office calls.....	13.8
		Major medical (catastrophe insurance)	6.0

(1) Includes a small number of establishments reporting alternate weeks of 5 and 5½ days.

(2) A few establishments reported benefits of the same kind under both contributory and non-contributory plans. Employees of these establishments are therefore, included in both sets of figures.

# PROPORTION OF COST BORNE BY EMPLOYER

	Nil	Less than 50%	50%	51 to 99%	100%
Maritime Provinces .....	—	49	35	—	—
Quebec .....	46	12	9	5	10
Ontario .....	4	16	24	1	13
Manitoba .....	—	30	37	1	23
Saskatchewan .....	24	—	14	36	27
Alberta .....	19	32	18	3	29
British Columbia .....	—	18	52	—	23

**Wage Loss Insurance**—An insurance plan providing cash payments during absences due to illness was reported by plants employing almost four-fifths of the total employees; only in the Maritime Region was the proportion less than 50 per cent.

A 50-50 sharing of the premium cost of this type of insurance was predominant in all regions. Plants employing 18 per cent of the British Columbia packinghouse workers reported the entire cost borne by employers; in Ontario this proportion was about eight per cent.

**Group Hospital-Medical Plans**—The incidence of benefits under group hospital-medical plans was very similar among the regions, with exceptions in the case of hospitalization in Saskatchewan and British Columbia, where provincial plans are operative. However, in these two provinces coverage for physician's home and office calls are more prevalent than in the others. A regional breakdown of proportions of employees in plants reporting the three most common types of benefits follows:

	Hospitali- zation %	Surgical Benefits %	Physician's Services in Hospital %
CANADA .....	71	74	59
Maritime Provinces .....	42	42	42
Quebec .....	88	88	68
Ontario .....	78	75	57
Manitoba .....	71	71	30
Saskatchewan .....	27	71	71
Alberta .....	67	69	69
British Columbia .....	43	77	77

In British Columbia, major medical (catastrophe insurance) to which employers contribute was reported in plants employing almost half the employees. In Alberta it was 11 per cent, and in Saskatchewan and Ontario, 8 and 5 per cent respectively.

Group hospital-medical plans to which employers make no contribution were reported more frequently in Manitoba than

in any other region, although hospitalization and surgical care were substantial in the Maritimes and Alberta. In Quebec the highest proportion for any non-contributory benefit was 11 per cent for both hospitalization and surgical. A few establishments reported the same benefit under both contributory and non-contributory plans. In these cases it is not known whether the same employees are covered by both.

A new speedier service is now available whereby labour union secretaries and industrial relations officers may obtain information on wage rates by occupation, by industry, and by region as soon as the information is compiled and analyzed by the Economics and Research Branch of the Department of Labour.

The information, formerly included in the annual report Wage Rates and Hours of Labour, will, by means of the new service, be issued earlier than in the past. More than ninety tables covering most industries in Canada will now be released individually on loose-leaf pages, pre-punched to fit a convenient indexed binder.

The tables, compiled from information obtained from a survey at October 1, 1956, of some 14,000 establishments located in all ten provinces, show, in the majority of cases, the average and predominant range of wage rates for the more essential occupations in the industry on a regional basis. Standard hours of work, by province, are also listed.

In addition, subscribers will receive a copy of the paper bound volume when published.

Price: First Year Service including attractive binder with index tabs and paper bound volume .....\$7.50 per year.

Service without indexed binder .....\$5.00 per year.

(Copies of individual tables may be obtained at the rate of 10 cents per copy; quantity orders for the same table 5 cents per copy.)

# Average Weekly Salaries for Selected Office Occupations, 4 Cities Oct. 1956

In metropolitan centres of Montreal, Toronto, Winnipeg and Vancouver, average salaries for office occupations in manufacturing increased slightly during 1956, mostly within range from 1 to 5 dollars a week

In the period from October 1, 1955, to October 1, 1956, slight increases were reported for office salaries in manufacturing by establishments located in the metropolitan areas of Montreal, Toronto, Winnipeg and Vancouver. For most occupations, the increase in the average weekly salaries ranged from one to five dollars or from 4 to 7 per cent.

Increases in the averages were somewhat larger from 1955 to 1956 than from 1954 to 1955 (L.G., Oct. 1956, p. 1302). Office salaries, in this respect, appear to have followed the over-all trend in wage rates for non-office workers during the corresponding periods.

This information was obtained from the annual wage and salary survey at October 1 conducted by the Economics and Research Branch. The survey includes about 6,500 manufacturing establishments with a total office staff of some 200,000 employees, with representation from all provinces.

The accompanying table shows the average weekly salaries for 30 office occupations paid to 11,700 employees in Montreal, 13,100 employees in Toronto, 2,200 employees in Winnipeg and 2,100 employees in Vancouver.\*

The average salaries listed in the table are at relatively the same level for Montreal, Toronto and Vancouver and slightly lower for Winnipeg. Highest averages are generally for senior clerk and bookkeeper among male occupations, and for the same occupations as well as private secretary and senior stenographer in the case of female occupations. Among female office workers in the four cities, the occupations of junior clerk, filing clerk and junior typist have the lowest average salary.

There was no definite pattern of increase in the salaries reported from 1955 to 1956 except that averages were a little higher for most occupations.

A few of the averages shown in the table for 1956 (5 cases) are slightly down from last year. The chief factor responsible for

a lower average salary from year to year for one occupation is a change in the total number of employees reported at various salary rates. Such a change, in turn, is usually attributable in large part to shifts in employment in particular cities. Such employment shifts may also, of course, create upward movements in the averages.

A comparison of the average weekly salaries for male office clerk, the largest occupational class, gives an indication of the salary trends in major cities in 1955 and 1956:

**Male Office Clerk—Montreal**

	1955	1956	Per cent Change
	\$	\$	%
Senior Clerk.....	75.40	78.06	+3.5
Intermediate Clerk.....	60.15	62.82	+4.4
Junior Clerk.....	40.07	42.60	+6.3

**Male Office Clerk—Toronto**

	1955	1956	Per cent Change
	\$	\$	%
Senior Clerk.....	76.19	80.91	+6.1
Intermediate Clerk.....	57.85	62.62	+8.2
Junior Clerk.....	43.56	47.48	+10.0

**Male Office Clerk—Winnipeg**

	1955	1956	Per cent Change
	\$	\$	%
Senior Clerk.....	70.53	74.65	+5.8
Intermediate Clerk.....	52.88	58.20	+10.1
Junior Clerk.....	38.83	41.16	+6.0

**Male Office Clerk—Vancouver**

	1955	1956	Per cent Change
	\$	\$	%
Senior Clerk.....	76.63	81.09	+5.8
Intermediate Clerk.....	60.74	67.50	+11.1
Junior Clerk.....	42.89	47.21	+10.1

\*Similar information for 35 other localities is available as part of the report "Wage Rates and Hours of Labour, 1956" report No. 39, obtainable from the Queen's Printer, Ottawa.

These figures indicate that except for Montreal, the average salary for the large number of intermediate and junior male

clerks in the four cities increased more than the average for most other office occupations in the same cities from 1955 to 1956.

# **AVERAGE WEEKLY SALARIES FOR SELECTED OFFICE OCCUPATIONS IN MANUFACTURING, IN MONTREAL, TORONTO, WINNIPEG AND VANCOUVER OCTOBER 1, 1956**

NOTE: Any monthly salaries reported were divided by 4½ to convert to a weekly basis.

Occupation	Montreal	Toronto	Winnipeg	Vancouver
	\$	\$	\$	\$
<b>Male</b>				
Bookkeeper, Senior.....	75.85	75.74	72.66	74.90
Junior.....	54.83	61.52	51.35	56.42
Clerk, Senior.....	78.06	80.91	74.65	81.09
Intermediate.....	62.82	62.62	58.20	67.50
Junior.....	42.60	47.48	41.16	47.21
Cost Accounting Clerk.....	68.17	66.96	63.81	78.68
Material Record Clerk.....	61.92	62.11	59.52	69.04
Order Clerk.....	64.39	64.56	56.27	66.88
Payroll Clerk.....	61.64	64.85	56.64	66.76
<b>Female</b>				
Bookkeeper, Senior.....	61.51	60.82	55.15	58.93
Junior.....	46.84	51.38	41.89	50.19
Clerk, Senior.....	62.58	60.96	47.04	56.15
Intermediate.....	49.69	51.41	40.03	45.46
Junior.....	38.36	42.35	33.52	37.38
Cost Accounting Clerk.....	50.63	51.65	.....	48.45
Filing Clerk.....	38.59	41.61	31.45	36.27
Machine Operator				
Billing.....	44.77	48.79	43.34	47.33
Bookkeeping.....	51.90	52.72	44.57	49.37
Calculating.....	49.07	51.01	43.68	49.51
Key Punch.....	45.64	50.79	38.56	45.00
Tabulating.....	56.41	56.16	45.73	.....
Material Record Clerk.....	46.22	47.12	38.64	43.85
Order Clerk.....	47.27	50.04	33.83	45.45
Payroll Clerk.....	50.42	51.90	43.33	51.18
Private Secretary.....	67.29	65.02	54.06	62.39
Stenographer, Senior.....	56.66	56.16	47.81	51.95
Junior.....	48.44	47.61	38.20	46.43
Switchboard Operator.....	47.46	48.59	38.15	44.87
Typist, Senior.....	48.55	48.38	40.93	45.02
Junior.....	41.29	41.72	35.03	40.34

A decline in the rate of labour turnover in the United States since the Second World War has been due partly to "the tremendous growth" of pension and health and welfare plans in industry, according to Ewan Clague, Commissioner of the U.S. Bureau of Labor Statistics.

Other factors that are reducing turnover include: the growth of trade unionism in manufacturing, with its insistence on seniority; the new supplementary unemployment benefit plans; the increase in the number of large companies and plants; and personal factors, such as age and sex.

According to a study made in 1955 in six U.S. cities, the annual rates of turnover per 100 employees averaged 37 hirings and

34 separations among employees covered by pension plans, compared with 67 hirings and 62 separations among employees not covered by such plans.

Although one of the main objects of pension programs, from the management point of view, is to reduce labour turnover, the present degree of immobility of labour is causing some concern in U.S. government circles. Increases in vesting, which allows an employee to transfer his pension rights from one employer to another, are favoured by the National Planning Association. Increased vesting, however, is costly; and means of meeting this cost in industry have not been worked out.

# STRIKES AND LOCKOUTS

## March 1957

There were 45 work stoppages recorded by the Economics and Research Branch during March, and 9,912 workers were affected by them. Thirty-two, affecting 6,585 workers, began during the month and 13 began prior to March.

There was a larger number of stoppages in March than in February and the total time-loss, 71,430 man-days, was more by approximately 22,000 man-days than the figure for February.

Of the 45 work stoppages in existence during March, 28 ended within the month; these stoppages affected 7,741 workers and caused, in March, a total time-loss of 32,011 man-days. Twenty-one started during March and affected 4,623 workers, and the remaining seven, affecting 3,327 workers, began prior to the month.

Thus, at the end of March, 11 stoppages, covering 1,962 workers, which had started during the month were still in existence. Moreover, six work stoppages, involving 209 workers, which had begun prior to March were still in existence at March 31.

Eighteen of the 32 work stoppages that began during March lasted for a period of one week or less. These stoppages affected 4,201 workers and caused a time-loss of 8,630 man-days. Seven of them lasted for two days or less. Only three stoppages lasted for more than one week and they involved 422 workers in a time-loss of 4,255 man-days.

As far as the number of workers involved in each stoppage is concerned, 25 of the

45 work stoppages recorded in March affected fewer than one hundred workers. These stoppages involved a total of 823 workers and caused a time-loss of 3,280 man-days. There were nine stoppages involving between 100 and 200 workers. For these, the total workers affected was 1,176 and the total time-loss for March, 10,750 man-days. Finally, seven stoppages involved more than 500 workers and out of these seven, two affected more than a thousand workers. The total workers affected by the seven stoppages was 4,106 and the total time-loss for March was 25,275 man-days.

The tables referring to the strikes and lockouts during March 1957 will be found at the back of this issue. Table G-1 compares the number of strikes and lockouts in existence during the months of January, February and March for 1957 and 1956. The approximate numbers of workers involved in these stoppages and the time loss resulting from them are also compared on a monthly basis, and for both years. The numbers of strikes and lockouts beginning during each month are also indicated. Table G-2 deals more specifically with the stoppages in existence during March 1957, whether they were in progress prior to or began during the month. The approximate time-loss together with the approximate number of workers involved is indicated for each stoppage. The major issues involved and the major terms of settlement, if the stoppage has ended, are also mentioned.

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## Strikes in U.S. in February Number 225, About Same as in January

Strikes beginning in February in the United States numbered 225, about the same number as in January. The workers directly affected by the new work stoppages also remained at the January level of 60,000 workers.

The 350 strikes in effect in February, including those still in existence from earlier months, idled 130,000 workers. Resumption of the longshoremen's strike

in Atlantic ports brought the month's time-loss to an estimated 825,000 man-days compared with 550,000 man-days in January.

The general level of strike activity in February was below that in the corresponding month of 1956, when disputes in the electrical and manufacturing industries largely accounted for a time-loss due to work stoppages that amounted to 2,200,000 man-days.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, April 1957

Canada's consumer price index (1949=100) increased 0.3 per cent between March and April, from 120.5 to 120.9, to a new peak 3.7 per cent above the April 1956 level of 116.6\*.

An advance of 0.7 per cent in the other commodities and services index from 124.2 to 125.1 was responsible for most of the current month's movement. Substantial increases for prepaid health care, coupled with lesser increases in doctors', dentists' and optical care fees moved the group index.

The food component increased 0.3 per cent from 116.4 to 116.7 as increases outweighed decreases. Sharply higher prices were recorded for tomatoes, lettuce, and cabbage and lesser increases for fresh fruits, sugar, bread, chocolate bars and beef. Potatoes and celery were lower in price, as were tea, coffee, eggs, bananas and pork.

Clothing, reflecting to some degree new seasonal lines, increased 0.3 per cent from 108.2 to 108.5. Footwear and a number of men's and children's items were higher.

A decrease of 0.1 per cent in the household operation index from 119.5 to 119.4 followed lower prices for most appliances; furniture, floor coverings, textiles and utensils and equipment were somewhat higher. The shelter series remained unchanged at 134.0.

Group indexes for April last year were: food 109.7, shelter 131.9, clothing 108.7, household operation 116.6, and other commodities and services 120.1.

## City Consumer Price Indexes, March 1957

The ten regional city indexes (1949=100) showed varied results between February and March 1957 as four were lower, three unchanged and three higher†. All movements were quite moderate, ranging from an increase of 0.3 per cent in St. John's to a decrease of 0.3 per cent in Winnipeg.

Indexes were unchanged in Saint John, Ottawa and Edmonton-Calgary. Food indexes were lower in all cities except St. John's while clothing indexes were higher in all ten cities.

There were some price movements which occurred in all or most of the ten regional cities; in foods, margarine, potatoes, lettuce, beef, coffee and grapefruit were lower while most fresh vegetables and pork were higher. Automobile repair prices were up but tire prices declined. Toilet soap was higher.

Regional consumer price index point changes between February and March were as follows: Winnipeg -0.3 to 118.4; Montreal -0.2 to 120.3; Halifax -0.1 to 118.7; Vancouver -0.1 to 122.4; St. John's +0.3 to 108.8\*; Saskatoon-Regina +0.2 to 117.8; Toronto +0.1 to 123.5. Saint John, Ottawa and Edmonton-Calgary remained unchanged at 122.1, 121.6 and 117.4 respectively.

## Wholesale Prices, March 1957

Canada's wholesale price index (1935-39=100) in March was 228.4, unchanged from February but 2.3 per cent greater than in March 1956. Increases in two of the eight components were large enough to offset decreases in five; one was unchanged.

Wood products group index rose 1 per cent to 301.0 from 297.9 in February and the textile products index edged up 0.1 per cent to 235.5 from 235.2.

Largest decline was registered by the animal products group, the index falling 0.9 per cent to 236.3 from 238.4. Vegetable products index declined 0.2 per cent to 200.4 from 200.7 and the iron products index also dropped 0.2 per cent to 250.4 from 250.8. A drop of 0.2 per cent was reported for the chemical products index to 182.1 from 182.5.

Lower prices for copper and copper wire forced the non-ferrous metals index down 0.1 per cent to 182.6 from 182.7. An increase in the price of crude oil was balanced by decreases in the prices of sulphur and most coal items, leaving the non-metallic minerals index unchanged at 189.7.

**The index of farm product prices** declined 1.6 per cent in March to 206.8 from 210.1 in February, due mainly to a 2.2 per cent fall in the animal products group to 253.4 from 259.0, although the field products group weakened to 160.2 from 161.3.

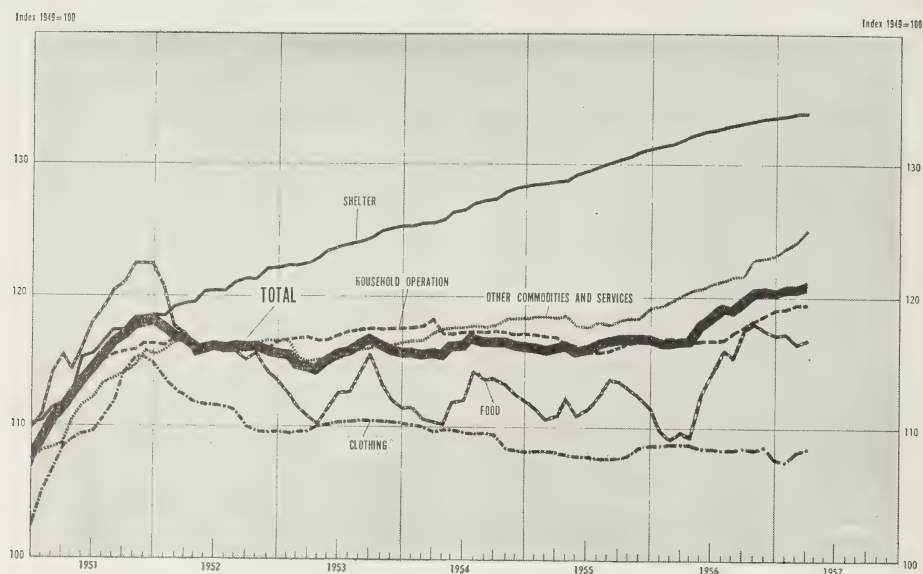
**The residential building material price** index changed 0.1 per cent to 293.8 from 293.4 between February and March, reflecting higher prices for a number of items in

\*See Table F-1 at back of book.

† See Table F-2 at back of book.

\*On base June 1951=100.

# CONSUMER PRICE INDEX FROM JANUARY 1951



the lumber and roofing materials groups. Items showing lower quotations included copper wire and shellac.

The non-residential building materials index (1949=100) remained unchanged at 130.1. Commodity price changes were scattered as increases occurred in aggregate, cement and concrete mix, electrical equipment and materials, lumber and lumber products, and paint and glass, while declines were noted for plumbing, heating and other equipment.

## U.S. Consumer Price Index, March 1957

Setting a record for the seventh successive month, the United States consumer price

index (1947-49=100) rose 0.2 per cent between mid-February and mid-March to 118.9 from 118.7. During the month, food was the only major group that showed a price drop—of 0.4 per cent. The largest rise occurred in apparel: 0.7 per cent.

Between mid-January and mid-February, the index had risen from 118.2 to 118.7; in February and March 1956 it registered 114.6 and 114.7 respectively.

## U.K. Index of Retail Prices, January 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 103.4 to 104.4 between mid-December and mid-January. It was the fourth monthly rise in a row.

## Recent Regulations

(Continued from page 614)

Except for the difference in coverage, the provisions of the new order are the same as those of O.C. 1198/55. Swimming pool supervisors, life guards, checkers and cashiers employed in swimming pools operated by the Cities of Regina and Saskatoon are exempt from the section of the Act which requires overtime to be paid for all hours worked in excess of eight in the day and 44 in the week to the extent that, between May 15 and September 15 each

year, these employees may work up to 88 hours in a two-week period at the regular rate. In respect of a two-week period in which falls one of the eight public holidays named in the Minimum Wage Act, the number of hours that may be paid for at the regular rate is to be reduced by eight and no account may be taken of any time the employee may have been required to work or be at the disposal of his employer on the holiday.

# Publications Recently Received

## in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 105

### Annual Reports

1. ALBERTA. BOARD OF INDUSTRIAL RELATIONS. *Bulletin on the Board's Activities, January 1st to December 31st, 1955*. Edmonton, 1956. 1 Volume (various pagings).

2. AMERICAN LABOR EDUCATION SERVICE. *Annual Report for the year 1955*. New York, 1956. Pp. 13.

3. CANADA. DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES. *Annual Report Fiscal Year 1955/1956*. Ottawa, Queen's Printer, 1957. Pp. 111.

4. CANADA. DEPARTMENT OF VETERANS AFFAIRS. *Report of the Work of the Department of Veterans Affairs, Canadian Pension Commission and War Veterans Allowance Board for Year ending March 31, 1956*. Ottawa, Queen's Printer, 1956. Pp. 96.

5. NATIONAL CHILD LABOR COMMITTEE. *Fifty-second Annual Report*. New York, 1956. Pp. 9.

6. NEW YORK (STATE) DEPARTMENT OF LABOR. *Annual Report of the Industrial Commissioner, 1954*. Albany, 1955? Pp. 161.

7. SASKATCHEWAN. DEPARTMENT OF LABOR. *Twelfth Annual Report for the Twelve Months ended March 31, 1956*. Regina, Queen's Printer, 1957. Pp. 77.

8. UNITED STATES. DEPARTMENT OF LABOR. *Annual Report, 1956*. Washington, GPO, 1957? Pp. 263.

9. U.S. PRESIDENT, 1953- (EISENHOWER). *Economic Report of the President transmitted to the Congress, January 23, 1957*. Washington, GPO, 1957. Pp. 200.

10. WASHINGTON. DEPARTMENT OF LABOR AND INDUSTRIES. *Fifteenth Report, Calendar Years 1954 and 1955*. Olympia, 1956. Pp. 176.

### Congresses and Conventions

11. NATIONAL HOUSE BUILDERS ASSOCIATION. *Proceedings, 14th Annual Convention-Exhibition, Montreal, January 10-11, 1957*. Toronto, 1957. 1 Volume (various pagings).

12. INSTITUTE OF PUBLIC ADMINISTRATION OF CANADA. *Proceedings of the Seventh Annual Conference... Halifax, September 7-10, 1955*. Edited by Philip T. Clark. Toronto, Distributed for the Institute of Public Administration of Canada by the University of Toronto Press, 1956? Pp. 339.

*Partial Contents:* Problems for the Royal Commission on Canada's Economic Prospects. The Public Servant and His Relationship to the Public, the Press and to Politics. The Treasury Board. Recruitment, Retention and Development of Senior Personnel in the Public Service. Economic Developments in the Atlantic Provinces.

13. INTERNATIONAL LABOUR CONFERENCE. 39TH, GENEVA, 1956. DELEGATION FROM AUSTRALIA. *Report*. Canberra, 1956. Pp. 83.

14. INTERNATIONAL LABOUR CONFERENCE. 39TH, GENEVA, 1956. DELEGATION FROM GREAT BRITAIN. *Report by the Delegates of H.M. Government in the United Kingdom of Great Britain and Northern Ireland*. London, HMSO, 1956. Pp. 42.

### Employment Management

15. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *How to counsel Employees*. Washington, 1956. Pp. 12.

Tells how a sympathetic supervisor can help an employee with his personal problems.

16. GRAY, ROBERT DAVIS. *Appraising and integrating Employee Benefits*. Pasadena, Industrial Relations Section, California Institute of Technology, 1956. Pp. 24.

"The purpose of this paper... is to discuss how a program of employee benefits can be evaluated and integrated to meet the needs of an employer and his employee and which will be within the resources of that employer and his employees."

17. JEHRING, JOHN JAMES. *Succeeding with Profit Sharing; the Experiences of Profit Sharing Companies in communicating Their Plans to Their Employees*. Evanston, Ill., Profit Sharing Research Foundation, 1956. Pp. 164.

This research study of communication practices in American companies with profit-sharing plans was based on a questionnaire returned by 200 companies, and on case studies in 18 companies.

## Executives

18. ACTON SOCIETY TRUST. *Management Succession; the Recruitment, Selection, Training and Promotion of Managers*. London, 1956. Pp. 139.

"This report is the result of research into promotion policies and practices above the level of foremen in private manufacturing organizations with 10,000 or more employees."

19. DARTNELL CORPORATION, CHICAGO. *Executive Compensation; a Dartnell Survey. A Study of Executive Earnings, Salary Ranges, and Supplementary Pay Plans, in Relation to Job Responsibilities in 1,800 Selected Corporations*. Chicago, c1955. 1 Volume (loose-leaf).

20. NEWCOMER, MABEL. *The Big Business Executive; the Factors that made him, 1900-1950*. New York, Columbia University Press, 1955. Pp. 164.

*Contents:* The Nature of the Executive Function in the Big Corporation. The Board of Directors. Origins of Business Leaders: Nationality, Religion, and Politics. Origins of Business Leaders: Fathers' Occupations and Income. Education of Executives. Early Business Career. The Chief Executives' Service in Their Own Corporations. Incentives for holding Executive Office. Qualifications for the Successful Executive. The Profession of Business Administration.

## Grievance Procedures

21. DARTNELL CORPORATION, CHICAGO. *Handling Office Grievances*. Chicago, 1956. 1 Volume (various pagings).

In two parts: Part One describes typical types of grievances, how these arise, how they are handled, some ways of preventing problems from arising, and exhibits of procedures and forms developed by some companies to cope with the situation; Part Two gives some case histories.

22. SOMERS, GERALD G. *Grievance Settlement in Coal Mining*. Morgantown, Bureau of Business Research, College of Commerce, West Virginia University, 1956. Pp. 44.

Analyzes grievances and their settlement in two important districts of the bituminous coal industry: Northern West Virginia and Western Pennsylvania.

## Industrial Relations

23. MICHIGAN. UNIVERSITY. BUREAU OF INDUSTRIAL RELATIONS. *Addresses on Industrial Relations, 1956 Series*. Ann Arbor, 1956. 1 Volume (various pagings).

*Partial Contents:* Improving Teamwork within the Management Group. Executive Appraisal and Inventory. Executive Appraisal and Counseling—the Core of Management Development Effort. Management Development Methods. Foremen Training Needs and Methods. Maintenance of Discipline. The Foreman's Part in a Communications System. The New Labor Agreements in the Automobile Industry.

24. PETERS, EDWARD. *Strategy and Tactics in Labor Negotiations*. New London, Conn., National Foremen's Institute, 1955. Pp. 223.

The author is a conciliator for the California State Conciliation Service. By means of case studies, he describes strategy and tactics used by both labor and management representatives in negotiating contracts.

## International Agencies

25. NEW YORK. CHAMBER OF COMMERCE OF THE STATE OF NEW YORK. *The International Labor Organization*. New York, 1956. Pp. 22.

The Committee on Industrial Problems and Relations of the New York Chamber of Commerce studied the question of the United States' withdrawing from the ILO. It summarizes the arguments, pro and con, for the withdrawal.

26. RITCHIE, RONALD S. *NATO; the Economics of an Alliance*. Toronto, Ryerson Press, 1956. Pp. 147. Published under the auspices of the Canadian Institute of International Affairs.

Among other things, this book gives the history and development of NATO and describes Canada's contribution.

## Labour Laws and Legislation

27. AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS. INDUSTRIAL UNION DEPARTMENT. *Supplementation of Unemployment Benefits; Full Text of Rulings, Statutes, Cases, with an Introductory Summary*. Washington, 1956. Pp. 169.

Outlines the more important statutory considerations and the major policy considerations concerning supplementation. Gives text of various Federal and state rulings which have been issued with reference to supplementation as well as statutes which have been enacted. Also contains text of two significant court decisions in Connecticut and Illinois refusing to allow suits against favorable administrative rulings.

28. ARKANSAS. LEGISLATIVE COUNCIL. RESEARCH DEPARTMENT. *Effectiveness and Administration of the Unfair Labor Practices Acts of Selected States*. To Committee on Labor and Industry. Little Rock, 1956. Pp. 6.

Reviews information received from the states of Colorado, Minnesota, New York, Oregon, and Utah concerning the effectiveness and administration of their labor relations act.

29. FACTS AND FIGURES. *Labor Constitutional and Legal Rights and Collective Bargaining in Latin America*. New York, Inter-American Regional Organization of Workers, 1952. Pp. 28.

A comparative study of labour legislation in Latin American countries.

30. INTERNATIONAL ASSOCIATION OF GOVERNMENT LABOR OFFICIALS. *Labour Laws and Their Administration. Proceedings of*

the *Thirty-Eighth Convention of the International Association of Government Labor Officials, held in Toronto, Ont., Canada, Aug. 23-26, 1955.* Washington, U.S. Bureau of Labor Standards, 1955. Pp. 165.

## Labour Organization

31. BUCKLEY, KENNETH D. *Trade Unionism in Aberdeen, 1878 to 1900.* Edinburgh, Published for the University of Aberdeen by Oliver and Boyd, 1955. Pp. 201.

Based mostly on the records of the Aberdeen Trades Council.

32. CHAMBELLAND, COLETTE. *Le syndicalisme ouvrier français.* Paris, Editions Ouvrières, 1956. Pp. 98.

Most of this brief history of trade unionism in France is devoted to the Confédération générale du Travail.

33. COLE, GEORGE DOUGLAS HOWARD. *What is Wrong with the Trade Unions?* London, Fabian Society, 1956. Pp. 28.

Based in part on a series of articles which appeared in *Tribune* early in 1956. Among other things the author suggests the following: (1) Greater power and responsibility for the union at the local level; (2) Development of collective bargaining at the local level within the framework of the national agreements; (3) Encouragement of industrial unions rather than craft unions; (4) Apathy among union members which could be overcome if the leadership explained its aims to the membership; (5) Trade union education to include political and economic education; and (6) Workers to participate in the control of industry.

34. EDITORIAL RESEARCH REPORTS. *Union organizing*, by Helen B. Shaffer. Washington, 1956. Pp. 751-768.

Describes what the AFL-CIO is doing to recruit new members.

35. FONER, PHILIP SHELDON. *History of the Labor Movement in the United States. Vol. 2. From the Founding of the American Federation of Labor to the Emergence of American Imperialism.* New York, International Publishers, 1955. Pp. 480.

Covers the period from 1881 till 1901. Deals with the Knights of Labour, the Homestead Strike of 1892, the Pullman Strike of 1894 and the early socialist movement, among other things.

## Labouring Classes

36. INTERNATIONAL LABOUR OFFICE. *Condition of Employment of Plantation Workers.* Eighth Item on the Agenda. Geneva, 1956-1957. 2 Volumes.

At head of title: Report 8 (1)-(2). International Labour Conference. Fortieth Session, Geneva, 1957.

Part 1 is a preliminary report with a questionnaire submitted to member governments. Part 2 contains replies from 29 members.

37. INTERNATIONAL LABOUR OFFICE. *Discrimination in the Field of Employment and Occupation.* Seventh Item on the Agenda. Geneva, 1956-1957. 2 Volumes.

At head of title: Report 7 (1)-(2). International Labour Conference. Fortieth Session, Geneva, 1957. Part 1 is a preliminary report with a questionnaire submitted to member governments. Part 2 contains replies from 46 members.

38. INTERNATIONAL LABOUR OFFICE. *Forced Labour.* Fourth Item on the Agenda. Geneva, 1956-1957. 2 Volumes.

At head of title: Report 4 (1)-(2). International Labour Conference. Fortieth Session, Geneva, 1957. Part 1 contains the text of a proposed Convention concerning the abolition of forced labour. The text was based on the conclusions adopted by the 39th International Labour Conference. Part 2 contains suggested amendments or comments of 46 countries or acceptance of the proposed text.

39. INTERNATIONAL LABOUR OFFICE. *Weekly Rest in Commerce and Offices.* Fifth Item on the Agenda. Geneva, 1956-1957. 2 Volumes.

At head of title: Report 5 (1)-(2). International Labour Conference. Fortieth Session, Geneva, 1957. Part 1 contains the texts of a proposed Convention and a proposed Recommendation concerning weekly rest in commerce and offices. These texts were based on conclusions adopted by the 39th International Labour Conference. Part 2 summarizes and analyzes the replies of 42 governments concerning the proposed texts.

40. MACAULAY, ROBERT WILLIAM. *Handbook on Canadian Mechanics' Liens, with Forms*, by Robert W. Macaulay and H. Maxwell Bruce; *containing a Chapter on the Law of the Province of Quebec* by Jacques de Billy. Foreword by J. R. Cartwright. Toronto, Carswell, 1951. Pp. 321.

Considers Canadian case law on mechanics' liens down to June 1951 and refers to some English and United States decisions.

41. U.S. PRESIDENT'S COMMITTEE ON MIGRATORY LABOR. *Report to the President on Domestic Migratory Labor.* Washington, G.P.O., 1956. 1 Volume (various pagings).

The Committee was set up to suggest ways of improving the social and economic conditions of the domestic migratory farm workers and to coordinate the work of the various federal and state agencies concerned with the migrant workers and thus to bring about more effective programs and services for these workers.

## Management

42. BETHEL, LAWRENCE L. *Industrial Organization and Management*, by Lawrence L. Bethel (and others) 3rd. ed. New York, McGraw-Hill, 1956. Pp. 719.

"Some of the new emphasis of this edition are: new developments in automation; operations research; government regulations and practices pertaining to marketing, industrial relations, taxation, and finance; trends in the decentralization of operations; trends in labour relations and collective bargaining; recent applications of electronics to plant and office operations; and new policies and practices in marketing essential to the continuation of high productivity in a strongly competitive 'buyer's market'."

43. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Company Insurance Administration*, by Enid Baird Lovell. New York, 1956. Pp. 112.

*Partial Contents:* The Insurance or Risk Management Function. Administration of Company Program. The Insurance Department. Major Duties and Responsibilities. Deciding What and How to Insure. Deciding How Much Insurance to Buy. Placing and Administering the Coverage. Adjusting Losses and Claims. Allocating Insurance Costs. Case Studies.

## Occupations

44. CHINCY, ELY. *Automobile Workers and the American Dream*. Introd. by David Riesman. Garden City, N.Y., Doubleday, 1955. Pp. 139.

The author interviewed 62 automobile workers in a mid-western American city to find out the worker's opinion about opportunity and success in his work.

45. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Civil Service; Openings for Juniors*. 2nd. ed. London, HMSO, 1956. Pp. 35.

Describes jobs in the post office, typing and junior clerical jobs, junior technical jobs and discusses general conditions of entry and service. An appendix lists examples of salary scales.

46. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Laundry and Dry-Cleaning*. London, HMSO, 1956. Pp. 24.

Describes work in a laundry and in a dry cleaning plant, the working conditions, training schemes and technical education and prospects and promotion.

47. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Merchant Navy Officers*. London, HMSO, 1956. Pp. 48.

Describes the life and work and the prospects of a British Merchant Marine officer.

48. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Merchant Navy Ratings*. London, HMSO, 1956. Pp. 36.

Tells about various jobs on board ship. It is intended for boys who intend to go to sea with the Merchant Marine.

49. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Motor Mechanic*. London, HMSO, 1956. Pp. 28.

*Partial Contents:* Starting Work in a Garage. Apprenticeship. Technical Training and Examinations. Motor Mechanics in Public Transport. Prospects. Conditions of Employment.

50. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Ophthalmic Optician and the Dispensing Optician*. London, HMSO, 1956. Pp. 20.

Describes the work and training of ophthalmic opticians and dispensing opticians. Dispensing opticians supply glasses and other optical appliances, while ophthalmic opticians test eyesight and supply glasses.

51. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Physiotherapist and the Remedial Gymnast*. 2nd. ed. London, HMSO, 1956. Pp. 16.

Describes a group of services which aid the medical profession in the prevention of disease and the maintenance and restoration of health.

52. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *The Radiographer*. 2nd. ed. London, HMSO, 1956. Pp. 16.

*Contents:* Diagnostic Radiography. Therapy Radiography. Personal Qualities. Educational Qualifications and Professional Training. Openings and Salaries.

53. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Retail Selling*. London, HMSO, 1956. Pp. 36.

*Contents:* Retail Shops—Their Development and Organization. Personal Qualities. Selling Food. Selling Clothes. Selling in Other Kinds of Shops. The Buyer. The Branch Manager. Recruitment and Training. Opportunities and Salaries.

54. THOMAS, LAWRENCE GREGG. *The Occupational Structure and Education*. Englewood Cliffs, N.J., Prentice Hall, 1956. Pp. 502.

"...This volume explores the present distribution of workers among occupations and inquires into the reasons for this distribution; notes the socially and economically significant differences among these occupations and inquires into the reasons for these differences..."

## Older Workers

55. KUTNER, BERNARD. *Five Hundred over Sixty, a Community Survey on aging*, by Bernard Kutner (and others) New York, Russell Sage Foundation, 1956. Pp. 345.

A co-operative study of elderly people living in the Kips Bay-Yorkville area of New York City was undertaken by the New York City Department of Health, Cornell University Social Science Research Center, Cornell University Medical College and Russell Sage Foundation. The study sought to discover: (1) the social and cultural factors which help people to adjust to aging; (2) the kinds of people who successfully adjust themselves to aging; (3) the most useful methods of helping elderly people.

56. U.S. BUREAU OF LABOR STATISTICS. *Job Performance and Age; a Study in Measurement*. Washington, GPO, 1956. Pp. 72.

"The present study examines the problems of measuring the relationships, if any, between age and work performance."

57. U.S. BUREAU OF LABOR STATISTICS. *Older workers under Collective Bargaining*. Washington, GPO, 1956. 2 parts.

*Contents:* Part 1. Hiring, Retention, Job Termination; Part 2. Health and Insurance Plans, Pension Plans. Part I deals with collective bargaining provisions affecting the employment and job security of older workers. Part 2 shows how selected aspects of collectively bargained health, insurance, and pension plans affect the status of older workers.

## Productivity of Labour

58. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in Ammunition Production*. London, 1956. Pp. 22.

Improved planning by management, incentive schemes for workers and work measurement are among the things which have increased productivity in the production of ammunition.

59. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in Freight Handling*. London, 1956. Pp. 47.

The report states that close liaison between the users and the manufacturers of the handling equipment has resulted in highly-mechanized freight handling.

60. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in the Brush Industry*. London, 1956. Pp. 24.

More efficient production planning, changes in the layout of plant, the arrangement of the flow of work cost control and work study are some of the suggested means of improving productivity in the British brush industry.

61. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in the Iron and Steel Industry*. London, 1956. Pp. 48.

Productivity in the British iron and steel industry has increased 41 per cent since 1946 because of the large amount of capital investment, the more efficient use of plant, fuel and raw materials, and more effective management.

62. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in the Pharmaceutical Industry*. London, 1955. Pp. 40.

Productivity in the British pharmaceutical industry could be helped by pooling of experience between large and small manufacturers, adaptation of standard machinery by individual firms, improved layout and organization of packing departments, improved planning production, elimination of pharmaceutical packaging presently done by hand, and other things.

63. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in the Rigid Boxes and Cartons Industry*. London, 1955. Pp. 30.

Among other things, the following have contributed to increased productivity in the rigid boxes and cartons industry: incentive schemes for workers, cost control, simplification in type of carton or box produced, improved training programs, production planning and new machinery.

64. BRITISH PRODUCTIVITY COUNCIL. *A Review of Productivity in the Wrought Non-Ferrous Metals Industry*. London, 1954. Pp. 26.

Shortages of raw materials, with increases in their prices, government controls, labour shortages, fuel crises, rising costs of shortages, etc., have deterred increased productivity in the wrought non-ferrous metals industry.

65. MELMAN, SEYMOUR. *Dynamic Factors in Industrial Productivity*. Oxford, Blackwell, 1956. Pp. 238.

The author examines the factors which have determined major differences in labor productivity in manufacturing industries with special reference to Great Britain.

### Professional Workers

66. CANADA. DEPARTMENT OF LABOUR. *Requirements for Professional Personnel 1956-1958*. By the Department of Labour

in co-operation with the Unemployment Insurance Commission. Ottawa, Queen's Printer, 1956. Pp. 44.

Based on 720 returns of a questionnaire survey made in June 1956. Replies were received from industry, provincial governments, federal government departments and agencies and universities and colleges. Estimates the probable requirements for about 20 different categories of professional workers for each of the years 1956, 1957 and 1958.

67. CANADA. NATIONAL EMPLOYMENT SERVICE. *A Bulletin on the Supply and Demand Situation in Regard to University Graduates, 1956*. Ottawa, 1956. Pp. 33.

68. LLOYD, JOHN T. *Supervision of Scientific and Engineering Personnel*. Compiled by John T. Lloyd and Robert D. Gray. Pasadena, Industrial Relations Section, California Institute of Technology, 1956. Pp. 82.

*Conference Leader's Guide for Supervision of Scientific and Engineering Personnel*. Compiled by John T. Lloyd and Robert D. Gray. Pasadena, Industrial Relations Section, California Institute of Technology, 1956. Pp. 76.

Based on a number of conferences and meetings sponsored by the Industrial Relations Section of the California Institute of Technology between 1953 and 1956. Partial Contents: Characteristics and Development of the Professional Employee, Appraisal of Performance, The Supervisor's Role in Professional Development, Policies for Salary Administration, Handling Complaints and Grievances, Unionization of Professional Employees, What Professional Workers expect of their Supervisors.

### Time and Motion Study

69. NADLER, GERALD. *Motion and Time Study*. New York, McGraw-Hill, 1955. Pp. 612.

Discusses some new techniques in time and motion study.

70. NATIONAL TIME AND MOTION STUDY AND MANAGEMENT CLINIC. *Proceedings of the Eighteenth Annual... Clinic, November 10, 11, 12, 1954... Chicago*. Sponsored by the Industrial Management Society. Chicago, Industrial Society, c1955. Pp. 168.

Contents: Time Standards, Incentive Systems, Job Evaluation, Controls, Management Subjects. Industrial Relations.

### Wages and Hours

71. CANADA. DEPARTMENT OF LABOUR. *Wages and Hours in the Primary Textiles Industry in Canada, 1955*. Ottawa, 1955. Pp. 12.

72. NEW YORK (STATE) DEPARTMENT OF LABOR. DIVISION OF RESEARCH AND STATISTICS. *Wages and Hours in the Restaurant Industry in New York State, 1956*. New York, 1956. 1 Volume (various pagings).

73. U.S. BUREAU OF LABOR STATISTICS. *Earnings of Communications Workers, October 1955; Class A Telephone Carriers, Western Union Telegraph Co., Radiotele-*

graph Carriers, Ocean-Cable Carriers. Washington, 1956. Pp. 10.

## Women

74. GROSS, IRMA HANNA, ed. *Potentialities of Women in the Middle Years*, by Robert J. Havighurst (and others) East Lansing, Michigan State University Press, 1956. Pp. 198.

*Contents:* Part 1. Changing Roles of Women in the Middle Years. Part 2. Problems of Women in the Middle Years. Part 3. Suggested Solutions to Problems of Women in the Middle Years.

75. GUILBERT, MADELEINE. *Travail féminin et travail à domicile; enquête sur le travail à domicile de la confection féminine dans la région parisienne*, par Madeleine Guilbert et Viviane Isambert-Jamati. Paris, Centre national de la recherche scientifique, 1956. Pp. 226.

*Partial Contents:* Le travail à domicile dans la confection féminine: Perspectives actuelles. Les méthodes d'enquête. Tableaux des caractéristiques de la population sur laquelle a porté l'enquête. Les conditions de travail des ouvrières. L'ouvrière à domicile et l'entreprise. Pourquoi tant de femmes prennent-elles du travail à domicile.

76. MYRDAL, ALVA (REIMER). *Women's Two Roles, Home and Work*, by Alva Myrdal and Viola Klein. London, Routledge & Paul, 1956. Pp. 208.

Examines the question of whether married women should be employed outside the home. Surveys the situation in France, Great Britain, Sweden and the United States.

The 1956 edition of the pamphlet, *Workmen's Compensation in Canada*, is now available in both English and French.

Issued annually by the Department of Labour, the pamphlet discusses and compares provincial legislation on workmen's compensation and includes a summary of the amendments made to the Acts in the current year.

During 1956, the bulletin notes, the Acts of eight of the provinces were amended, providing in four provinces for an increase in the percentage rate of average earnings used in the computation of compensation payments. In Nova Scotia, the rate was raised to 70 per cent and in Manitoba, Newfoundland and Quebec, to 75 per cent. The maximum annual earnings on which compensation is payable were also increased in four provinces. In Manitoba, the increase was from \$3,000 to \$3,500; in Alberta, from \$3,000 to \$4,000; and in Ontario and Saskatchewan, from \$4,000 to \$5,000. The minimum permanent total disability payment was raised from \$85 to \$100 a month in Nova Scotia. The Quebec Legislature provided for a reduction from seven to five days in the "waiting period".

77. U.S. WOMEN'S BUREAU. *An Idea in Action: New Teachers for the Nation's Children*. Washington, G.P.O., 1956. Pp. 37.

Describes the initial results of a plan to recruit and prepare certain carefully selected, well-qualified college graduates to teach in communities where there is an acute teacher shortage.

## Miscellaneous

78. CANADA. BUREAU OF STATISTICS. *Electric Railways, 1954*. Ottawa, Queen's Printer, 1956. Pp. 46.

79. CANADA. BUREAU OF STATISTICS. *The Inter-Industry Flow of Goods and Services, Canada, 1949*. Ottawa, Queen's Printer, 1956. Pp. 52.

This is a study "of the disposition of output of industries and of the origin of the materials and services used in producing that output".

80. SCHELLENBERG, THEODORE R. *The Appraisal of Modern Public Records*. Washington, GPO, 1956. Pp. 46.

Suggests certain broad approaches to take in appraising public records.

81. WELLER, EVALYN G. *Citizen Participation in Public Welfare Programs; Supplementary Services by Volunteers*, by Evalyn G. Weller and Elizabeth B. Bilborne. Washington, U.S. Bureau of Public Assistance, 1956. Pp. 46.

Points out the importance of volunteer help to supplement work of social workers.

The monthly allowance to a widow or invalid widower was raised from \$50 to \$60 in Alberta and Newfoundland. In the same two provinces payments allowed in respect of dependent children were increased. In both provinces the increases were made applicable to all widows and dependent children in receipt of compensation. In Nova Scotia, increases in the maximum monthly payment to a widow and children, and to orphans, were provided for, making the maximum amount payable in each case \$150.

Tables set out the scale of benefits and the occupational diseases for which compensation is payable under each law.

The two federal laws, the Government Employees Compensation Act and the Merchant Seamen Compensation Act, and the workmen's compensation ordinances of the Yukon and Northwest Territories are briefly reviewed. A summary of the Conventions and Recommendations of the International Labour Conference concerning workmen's compensation is also included in the bulletin.

Copies may be obtained from the Queen's Printer, Ottawa, at 25 cents each.

# LABOUR STATISTICS

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## A—Labour Force

**TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED FEBRUARY 16, 1957**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,685	105	423	1,621	2,095	973	468
Agricultural.....	659	*	36	167	165	270	20
Non-Agricultural.....	5,026	104	387	1,454	1,930	703	448
Males.....	4,340	84	334	1,254	1,541	772	355
Agricultural.....	641	*	34	166	158	263	19
Non-Agricultural.....	3,699	83	300	1,088	1,383	509	336
Females.....	1,345	21	89	367	554	201	113
Agricultural.....	18	*	*	*	*	*	*
Non-Agricultural.....	1,327	21	87	366	547	194	112
All Ages.....	5,685	105	423	1,621	2,095	973	468
14—19 years.....	518	13	40	193	162	79	31
20—24 years.....	719	18	54	234	245	122	46
25—44 years.....	2,642	46	186	749	985	453	223
45—64 years.....	1,591	* 25	123	399	615	278	151
65 years and over.....	215	*	20	46	88	41	17
<i>Persons with Jobs</i>							
All status groups.....	5,362	95	375	1,493	2,023	935	441
Males.....	4,047	74	289	1,138	1,478	736	332
Females.....	1,315	21	86	355	545	199	109
Agricultural.....	654	*	35	166	164	269	19
Non-Agricultural.....	4,708	94	340	1,327	1,859	666	422
Paid Workers.....	4,285	84	301	1,206	1,712	598	384
Males.....	3,065	66	223	869	1,207	417	283
Females.....	1,220	18	78	337	505	181	101
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	323	10	48	128	72	38	27
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,176	157	469	1,461	1,657	950	452
Males.....	1,058	51	105	263	313	211	115
Females.....	4,118	106	364	1,198	1,344	739	367

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

Source: D.B.S. Labour Force Survey

	Week Ended February 16, 1957		Week Ended January 19, 1957		Week Ended February 18, 1956	
	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>	Total	Seeking Full-Time Work <sup>(1)</sup>
Total looking for work.....	335	315	315	283	325	293
Without Jobs.....	323	303	303	272	308	278
Under 1 month.....	75		111		70	
1—3 months.....	195		162		166	
4—6 months.....	40		20		51	
7—12 months.....	*		*		11	
13—18 months.....	*		*		*	
19—and over.....	*		*		*	
Worked.....	12	12	12	11	17	15
1—14 hours.....	*	*	*	*	*	*
15—34 hours.....	*	*	*	*	13	11

(1) To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.  
\* Less than 10,000.

## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

Source: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Communi- cation, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—February.....	79	358	69	282	264	38	1,090
March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	96	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	321	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At January 1, employers in the principal non-agricultural industries reported a total employment of 2,746,201.

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Wages and Payrolls	Average Wages and Salaries	
				\$				\$
1947—Average.....	95.7	80.7	84.2	36.19	97.2	80.4	82.6	36.34
1948—Average.....	99.7	93.2	93.2	40.06	100.1	92.6	92.5	40.67
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0	43.97
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1	46.21
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6	51.25
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6	56.11
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2	59.01
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6	60.94
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1	63.34
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2	66.47
1956—Jan. 1 .....	114.6	162.2	140.9	60.54	109.8	156.9	142.1	62.47
Feb. 1 .....	112.3	164.0	145.3	62.43	110.2	164.0	147.9	65.05
Mar. 1 .....	113.2	167.3	147.1	63.20	112.3	168.5	149.1	65.57
Apr. 1 .....	113.5	168.4	147.6	63.43	113.4	171.2	150.1	66.02
May 1 .....	115.2	172.3	148.8	63.93	114.1	174.2	151.7	66.70
June 1 .....	119.7	179.0	148.8	63.93	115.4	175.6	151.1	66.46
July 1 .....	124.2	187.6	150.3	64.56	118.0	180.6	152.1	66.89
Aug. 1 .....	125.4	189.9	150.8	64.77	117.9	179.2	151.1	66.44
Sept. 1 .....	125.7	191.0	151.3	65.01	118.0	180.1	151.7	66.71
Oct. 1 .....	125.9	194.5	153.8	66.07	118.6	184.4	154.6	67.97
Nov. 1 .....	126.2	195.4	154.2	66.24	118.6	185.9	155.9	68.53
Dec. 1 .....	125.7	194.3	153.9	66.11	118.0	185.6	156.4	68.78
1957—Jan. 1 .....	121.3	180.5	148.1	63.63	114.8	172.2	149.1	65.57

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TABLE C-2.—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1957	Dec. 1 1956	Jan. 1 1956	Jan. 1 1957	Dec. 1 1956	Jan. 1 1956
(a) Provinces						
Newfoundland.....	125.1	142.5	125.1	57.83	60.27	52.67
Prince Edward Island.....	109.4	122.2	113.4	47.74	48.92	45.11
Nova Scotia.....	99.5	104.7	99.5	52.66	53.04	49.92
New Brunswick.....	109.9	114.1	107.4	56.95	56.09	53.55
Quebec.....	120.8	127.0	115.6	61.28	63.76	58.44
Ontario.....	123.5	126.0	115.3	65.73	68.62	62.70
Manitoba.....	109.1	111.5	105.2	60.56	61.36	58.23
Saskatchewan.....	120.7	126.6	113.3	62.90	63.40	58.09
Alberta (including Northwest Territories).....	148.7	154.7	133.6	66.02	68.29	62.53
British Columbia (including Yukon).....	118.9	124.0	111.4	68.21	72.34	65.21
Canada.....	121.3	125.7	114.6	63.63	66.11	60.54
(b) Metropolitan Areas						
St. John's.....	117.8	127.7	110.2	48.08	48.29	44.85
Sydney.....	92.8	93.5	89.1	66.07	64.17	61.87
Halifax.....	122.0	123.6	119.5	50.64	51.25	48.03
Saint John.....	110.5	99.8	106.5	49.71	50.22	49.83
Quebec.....	108.4	115.0	106.2	52.44	55.74	49.75
Sherbrooke.....	112.7	112.8	104.9	51.74	56.75	50.50
Three Rivers.....	113.0	120.2	108.4	59.34	61.81	56.75
Drummondville.....	76.4	76.6	77.6	54.15	57.44	52.53
Montreal.....	121.4	126.0	116.0	61.13	64.21	58.83
Ottawa—Hull.....	120.8	123.6	115.7	56.75	58.76	56.32
Peterborough.....	109.2	110.8	96.5	69.37	71.52	64.10
Oshawa.....	179.3	178.5	79.1	70.44	80.47	65.48
Niagara Falls.....	122.1	129.7	117.9	70.55	73.57	68.98
St. Catharines.....	127.1	131.6	102.9	73.45	76.31	70.66
Toronto.....	131.9	132.9	125.5	66.05	68.77	63.52
Hamilton.....	115.5	116.6	110.1	69.28	72.57	65.62
Brantford.....	87.5	88.6	88.3	59.18	62.17	59.45
Galt.....	111.7	112.4	105.7	56.93	60.82	53.54
Kitchener.....	115.0	118.7	106.9	59.52	62.93	58.22
Sudbury.....	140.5	141.5	132.6	80.50	81.10	76.13
London.....	118.9	121.8	110.5	59.42	62.07	57.88
Sarnia.....	127.1	139.4	124.1	77.94	80.96	72.25
Windsor.....	107.2	107.4	108.1	68.00	74.67	61.54
Sault Ste. Marie.....	133.1	134.0	119.2	80.35	83.12	75.23
Ft. William—Pt. Arthur.....	113.7	115.8	108.5	65.19	68.10	64.18
Winnipeg.....	108.1	109.7	105.5	57.42	58.27	55.07
Regina.....	120.2	123.5	112.9	59.32	59.41	56.52
Saskatoon.....	118.9	124.8	114.9	57.16	58.19	54.70
Edmonton.....	174.7	183.9	159.5	60.37	65.15	57.10
Calgary.....	156.2	159.2	142.9	62.45	63.00	59.76
Vancouver.....	119.9	121.9	110.7	66.75	69.38	63.01
Victoria.....	123.0	122.0	120.3	61.01	63.01	60.24

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1 1957	Dec. 1 1956	Jan. 1 1956	Jan. 1 1957	Dec. 1 1956	Jan. 1 1956
<b>Mining</b> .....	122.8	125.4	114.4	78.77	80.87	73.66
Metal mining.....	127.8	130.5	117.8	79.99	83.55	75.13
Gold.....	75.6	76.2	76.5	69.17	71.97	68.11
Other metal.....	176.2	180.9	156.3	84.29	88.06	78.33
Fuels.....	112.5	112.9	106.0	80.65	79.21	73.47
Coal.....	66.8	65.9	71.1	65.65	63.15	62.78
Oil and natural gas.....	280.7	285.6	220.8	93.78	92.88	84.77
Non-metal.....	131.5	140.4	124.8	68.41	73.54	67.87
<b>Manufacturing</b> .....	114.8	118.0	109.8	65.57	68.78	62.47
Food and beverages.....	102.5	111.6	99.4	58.71	59.49	56.95
Meat products.....	120.4	126.8	118.1	67.73	69.59	63.80
Canned and preserved fruits and vegetables.....	78.6	110.4	70.0	49.87	48.62	49.90
Grain mill products.....	103.0	104.0	103.0	61.67	65.52	60.25
Bread and other bakery products.....	108.5	110.1	108.5	57.73	58.22	55.16
Biscuits and crackers.....	87.3	93.6	84.6	42.81	49.16	46.00
Distilled and malt liquors.....	106.0	116.2	104.2	76.37	74.83	74.20
Tobacco and tobacco products.....	104.7	108.9	96.7	57.54	57.60	56.88
Rubber products.....	113.8	117.4	111.3	67.85	71.00	63.80
Leather products.....	86.0	89.0	87.9	43.70	47.81	42.22
Boots and shoes (except rubber).....	88.9	91.3	90.5	40.42	45.69	39.32
Textile products (except clothing).....	87.1	88.2	87.4	51.80	55.96	50.50
Cotton yarn and broad woven goods.....	89.0	89.7	89.5	49.13	54.59	47.41
Woolen goods.....	74.2	75.2	73.8	49.13	53.52	48.68
Synthetic textiles and silk.....	85.6	85.0	89.2	60.52	61.46	57.40
Clothing (textile and fur).....	90.2	93.8	91.7	39.03	44.45	38.56
Men's clothing.....	97.6	102.3	97.3	38.39	43.39	37.67
Women's clothing.....	85.6	88.8	88.1	38.92	44.36	38.53
Knit goods.....	81.4	82.1	83.5	39.83	45.26	40.04
Wood products.....	103.4	109.3	103.8	53.17	59.64	54.36
Saw and planing mills.....	101.7	109.3	104.2	53.97	58.90	51.34
Furniture.....	112.2	115.2	109.0	52.38	54.10	50.86
Other wood products.....	95.1	98.8	92.8	50.95	81.45	75.38
Paper products.....	121.6	123.9	118.6	78.72	87.81	81.96
Pulp and paper mills.....	123.2	125.3	120.8	85.83	65.05	58.16
Other paper products.....	117.6	120.4	113.0	60.26	65.05	58.16
Printing, publishing and allied industries.....	117.2	118.4	112.6	71.33	73.03	68.55
Iron and steel products.....	113.4	115.4	106.2	72.93	77.41	69.93
Agricultural implements.....	54.1	51.3	64.4	71.25	73.43	70.56
Fabricated and structural steel.....	157.2	165.0	128.1	72.93	80.13	72.28
Hardware and tools.....	109.2	104.9	106.6	66.07	70.89	65.12
Heating and cooking appliances.....	100.2	109.1	97.9	62.07	66.75	59.85
Iron castings.....	105.0	111.5	102.6	68.25	74.54	68.18
Machinery mfg. ....	128.1	129.2	112.3	71.15	75.96	68.65
Primary iron and steel.....	125.7	126.2	114.4	85.68	87.42	78.54
Sheet metal products.....	112.7	114.2	107.4	67.94	72.41	64.61
Transportation equipment.....	147.0	145.9	128.6	72.60	77.45	67.04
Aircraft and parts.....	367.6	361.7	344.8	75.78	80.89	75.03
Motor vehicles.....	143.9	142.9	113.0	76.58	86.20	64.13
Motor vehicle parts and accessories.....	122.4	123.3	92.6	71.36	75.91	68.24
Railroad and rolling stock equipment.....	96.6	94.8	90.0	71.14	69.73	63.61
Shipbuilding and repairing.....	149.9	151.7	135.0	64.70	71.21	62.02
Non-ferrous metal products.....	134.3	135.3	128.2	76.99	77.00	72.59
Aluminum products.....	141.4	144.8	132.1	71.46	72.56	68.23
Brass and copper products.....	109.1	109.2	111.7	65.78	72.70	66.77
Smelting and refining.....	161.2	161.0	149.9	85.04	82.97	79.86
Electrical apparatus and supplies.....	154.5	158.1	144.3	70.41	74.31	66.81
Non-metallic mineral products.....	128.9	135.4	125.6	67.23	71.78	64.25
Clay products.....	103.3	112.5	108.5	65.02	70.92	62.75
Glass and glass products.....	135.9	133.4	128.3	64.82	94.42	91.74
Products of petroleum and coal.....	134.4	134.8	126.9	98.50	75.84	71.15
Chemical products.....	128.2	129.2	122.8	75.68	68.00	65.23
Medicinal and pharmaceutical preparations.....	117.1	119.1	113.1	68.40	86.15	80.54
Acids, alkalis and salts.....	133.0	134.4	126.2	87.13	58.65	54.07
Miscellaneous manufacturing industries.....	109.4	114.2	108.5	55.62		
<b>Construction</b> .....	117.2	142.5	105.1	62.57	70.78	58.71
Building and general engineering.....	129.0	153.8	110.3	64.91	77.06	61.63
Building.....	135.3	160.2	116.7	64.43	76.51	61.01
Engineering work.....	101.4	125.8	82.6	67.68	80.07	65.41
Highways, bridges and streets.....	98.4	124.3	96.9	57.65	58.32	53.36
<b>Service</b> .....	124.6	126.8	115.4	43.96	44.39	41.64
Hotels and restaurants.....	118.7	121.0	109.1	37.22	37.36	35.82
Laundries and dry cleaning plants.....	109.2	111.8	104.0	38.22	40.30	37.44
Other service.....	164.0	165.9	151.9	64.71	64.46	59.45
<b>Industrial composite</b> .....	121.3	125.7	114.6	63.63	66.11	60.54

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) Source: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)  
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Feb. 1, 1957	Jan. 1, 1957	Feb. 1, 1956	Feb. 1, 1957	Jan. 1, 1957	Feb. 1, 1956
Newfoundland.....	40.9	37.3	41.1	157.6	157.1	137.6
Nova Scotia.....	41.0	38.2	41.3	142.7	139.1	132.8
New Brunswick.....	42.2	40.2	42.3	137.9	141.7	133.1
Quebec.....	42.4	38.7	42.7	141.2	141.8	132.1
Ontario.....	40.6	37.7	40.8	166.3	166.5	155.4
Manitoba.....	40.6	38.1	40.7	147.2	149.3	139.1
Saskatchewan.....	39.7	39.4	39.8	161.5	163.0	151.9
Alberta (1).....	40.2	38.6	40.1	163.6	164.5	153.5
British Columbia (2).....	36.9	35.1	38.2	188.0	187.9	177.4

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

**TABLE C-6.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
January 1, 1956.....	41.4*	147.5	61.07*	146.4	116.8	125.3
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January (1) 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1956, are 39.0 and \$57.53, and for January 1, 1957 are 37.9 and \$59.88.

(1) Latest figures subject to revision.

**TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
Mining .....	42.9	40.7	43.8	181.4	181.6	166.2	77.82	73.91	72.80
Metal mining .....	43.1	40.2	44.0	188.0	189.2	170.5	81.03	76.06	75.02
Gold .....	42.9	40.3	45.8	156.7	159.8	140.3	67.22	64.40	64.26
Other metal .....	43.2	40.1	43.1	200.9	201.7	185.6	86.79	80.88	79.99
Fuels .....	43.0	43.0	43.1	172.5	172.1	160.6	74.18	74.00	69.22
Coal .....	41.5	42.0	41.8	155.0	155.6	150.3	64.33	65.35	63.24
Oil and natural gas .....	45.7	45.0	46.2	202.9	202.4	181.6	92.73	91.08	83.90
Non-metal .....	42.2	38.5	44.1	167.5	166.7	157.0	70.69	64.18	69.24
Manufacturing .....	40.9	37.9	41.2	157.5	158.0	147.3	64.42	59.88	60.69
Food and beverages .....	40.2	37.6	40.9	137.0	137.9	130.0	55.07	51.85	53.17
Meat products .....	39.7	37.5	40.0	165.6	164.7	155.5	65.74	61.76	62.20
Canned and preserved fruits and vegetables .....	10.6	31.0	40.7	120.3	117.3	118.3	48.84	39.88	48.15
Grain mill products .....	40.9	38.6	41.2	144.3	144.5	141.9	59.02	55.78	58.46
Bread and other bakery products .....	12.5	12.0	43.0	122.6	123.8	113.4	52.11	52.00	48.76
Distilled and malt liquors .....	38.7	39.5	39.8	177.5	176.2	167.1	68.69	69.60	66.51
Tobacco and tobacco products .....	40.2	38.2	40.7	135.4	138.4	124.4	54.43	52.87	50.63
Rubber products .....	41.7	39.4	41.8	102.7	100.8	101.9	67.85	63.36	63.49
Leather products .....	41.1	36.0	41.3	108.3	108.1	99.8	42.86	36.71	40.82
Boots and shoes (except rubber) .....	40.9	34.6	40.9	104.8	116.6	112.9	50.92	46.37	48.89
Textile products (except clothing) .....	42.9	39.1	43.3	118.7	118.6	113.4	48.83	44.33	47.74
Cotton yarn and broad woven goods .....	40.9	37.0	42.1	119.4	119.8	116.4	49.06	43.67	46.60
Woolen goods .....	44.0	39.7	43.8	111.5	110.0	106.4	56.50	55.17	53.94
Synthetic textiles and silk .....	45.2	44.1	45.6	125.0	125.1	118.3	60.50	55.17	53.94
Clothing (textile and fur) .....	38.2	32.4	39.4	104.1	103.6	98.6	40.81	33.57	38.85
Men's clothing .....	39.5	32.1	39.0	103.5	103.4	97.5	39.85	33.19	38.03
Women's clothing .....	37.9	29.0	37.7	111.8	110.4	105.1	42.37	32.02	39.62
Knit goods .....	41.1	35.6	41.1	100.5	99.5	97.7	41.31	35.42	40.15
*Wood products .....	39.3	36.2	41.5	135.3	136.3	131.0	53.17	49.34	54.37
Saw and planing mills .....	37.0	34.4	40.3	145.8	147.0	141.1	53.95	50.57	56.86
Furniture .....	42.3	38.7	43.2	125.6	124.8	118.8	53.13	48.30	51.32
Other wood products .....	42.9	39.1	43.6	115.2	116.5	109.8	49.42	45.55	47.87
Paper products .....	42.1	40.2	42.2	183.2	183.3	171.2	77.13	73.69	72.25
Pulp and paper mills .....	42.4	41.1	42.5	196.4	196.1	183.5	83.27	80.60	77.99
Other paper products .....	41.1	37.5	41.1	143.0	141.4	134.5	58.77	53.03	55.28
Printing, publishing and allied industries .....	39.8	38.3	39.6	184.5	184.6	174.7	73.43	70.70	70.25
*Iron and steel products .....	41.8	38.3	41.7	179.5	177.7	168.5	75.03	68.09	69.94
Agricultural implements .....	40.3	37.7	39.9	177.6	172.3	175.3	71.57	64.96	69.51
Fabricated and structural steel .....	41.6	35.0	41.9	176.7	173.5	165.9	73.51	60.73	63.90
Hardware and tools .....	42.0	38.0	41.9	160.1	157.8	152.5	67.24	59.96	63.90
Heating and cooking appliances .....	40.8	37.2	42.6	150.9	147.9	142.9	61.57	55.02	60.88
Iron castings .....	42.0	37.4	42.1	176.0	171.8	160.9	73.18	65.09	69.19
Machinery manufacturing .....	43.3	39.4	43.0	169.0	165.2	158.7	85.86	83.00	77.37
Primary iron and steel .....	41.3	40.0	41.0	207.9	207.5	160.1	69.02	61.80	65.64
Sheet metal products .....	40.6	36.7	40.3	179.7	178.9	167.1	72.60	68.34	67.34
*Transportation equipment .....	40.4	38.2	40.9	180.2	177.7	173.5	76.04	68.95	72.70
Aircraft and parts .....	42.2	38.8	41.9	180.2	177.8	173.0	73.27	72.48	70.35
Motor vehicles .....	38.2	37.4	39.3	181.8	193.8	164.4	74.16	66.74	65.92
Motor vehicle parts and accessories .....	41.2	37.1	40.1	180.0	179.9	164.4	74.16	66.74	65.92
Railroad and rolling stock equipment .....	39.8	39.8	39.1	175.9	175.0	161.4	70.01	69.65	63.11
Shipbuilding and repairing .....	41.4	36.7	41.0	171.4	170.7	160.0	70.96	62.65	65.60
*Non-ferrous metal products .....	41.1	40.1	40.9	177.8	179.0	169.1	73.08	71.78	69.16
Aluminum products .....	40.7	39.0	40.4	154.9	154.0	145.5	63.04	60.06	58.78
Brass and copper products .....	41.2	37.7	42.5	165.4	161.1	157.7	68.14	60.73	67.02
Smelting and refining .....	41.2	41.4	40.6	193.3	195.2	184.7	79.64	80.81	74.99
*Electrical apparatus and supplies .....	41.0	37.2	41.5	165.1	163.1	153.2	67.69	60.67	63.58
Heavy electrical machinery and equipment .....	41.3	38.1	40.5	183.1	180.9	167.4	75.62	68.92	67.80
Radios and radio parts .....	39.8	36.3	.....	144.3	142.7	.....	57.43	51.80	.....
Batteries .....	42.4	37.7	.....	162.7	158.5	.....	68.98	59.75	.....
Refrigerators, vacuum cleaners and appliances .....	39.9	38.5	.....	167.2	168.1	.....	66.71	64.72	.....
Miscellaneous electrical products .....	41.4	35.5	.....	154.2	151.6	.....	63.84	53.82	.....
Wire and cable .....	42.4	38.5	.....	177.3	171.9	.....	75.18	66.18	.....
*Non-metallic mineral products .....	42.9	39.6	43.3	159.1	158.6	149.8	68.25	62.81	61.86
Clay products .....	41.9	40.7	44.0	150.5	148.0	139.5	63.06	60.24	61.38
Glass and glass products .....	43.7	39.2	43.6	155.0	155.3	149.3	67.71	60.88	65.00
Products of petroleum and coal .....	41.7	41.8	40.2	215.8	214.1	196.2	89.99	89.49	78.87
Chemical products .....	41.1	40.4	40.8	165.2	165.7	150.0	66.94	63.24	.....
Medicinal and pharmaceutical preparations .....	41.1	40.1	41.6	133.5	131.4	127.5	55.27	52.69	53.04
Acids, alkalis and salts .....	41.8	42.4	41.7	189.5	182.4	176.7	79.21	81.58	73.68
Miscellaneous manufacturing industries .....	41.6	38.1	40.9	127.9	127.1	120.5	53.21	48.43	49.28
*Durable goods .....	40.9	38.1	41.3	170.3	169.3	159.0	69.65	64.50	65.67
Non-durable goods .....	40.9	37.7	41.1	143.4	145.4	134.9	58.65	54.82	55.44
Construction .....	41.2	34.4	40.3	185.8	182.8	172.3	77.11	60.51	69.44
Buildings and structures .....	41.5	33.1	40.0	144.2	140.1	132.6	57.97	52.82	53.04
Highways, bridges and streets .....	44.6	42.2	44.2	156.0	156.6	148.4	69.58	66.09	65.59
Electric and motor transportation .....	39.5	39.1	40.2	92.4	92.6	87.8	36.50	36.21	35.30
Service .....	39.6	39.8	40.4	92.7	93.2	87.9	36.71	37.09	35.51
Hotels and restaurants .....	39.8	38.3	40.6	86.6	86.5	83.0	34.47	33.13	33.70
Laundries and dry cleaning plants .....	.....	.....	.....	.....	.....	.....	.....	.....	.....

\*Durable manufactured goods industries.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Period		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
<b>Date Nearest:</b>							
April	1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
April	1, 1952.....	18,252	13,100	31,352	304,941	80,067	385,008
April	1, 1953.....	18,545	16,368	34,913	338,500	66,702	405,202
April	1, 1954.....	11,434	12,293	23,727	466,120	101,933	568,053
April	1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
April	1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
May	1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June	1, 1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July	1, 1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August	1, 1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September	1, 1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October	1, 1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November	1, 1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December	1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January	1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February	1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March	1, 1957 <sup>(1)</sup> .....	14,218 <sup>4</sup>	12,694	26,912	474,661	113,489	588,150
April	1, 1957 <sup>(1)</sup> .....	19,595	14,884	34,479	479,539	111,129	590,668

\* Current vacancies only. Deferred vacancies are excluded.

<sup>(1)</sup> Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT FEBRUARY 28, 1957<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				January 31, 1957	February 29, 1956		
<b>Agriculture, Fishing, Trapping.....</b>	<b>646</b>	<b>218</b>	<b>864</b>	<b>+</b>	<b>171</b>	<b>+</b>	<b>134</b>
<b>Forestry.....</b>	<b>1,772</b>	<b>6</b>	<b>1,778</b>	<b>-</b>	<b>3,184</b>	<b>-</b>	<b>2,318</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>872</b>	<b>65</b>	<b>937</b>	<b>-</b>	<b>118</b>	<b>+</b>	<b>2</b>
Metal Mining.....	580	12	592	-	56	+	73
Fuels.....	196	28	224	-	35	-	6
Non-Metal Mining.....	50	1	51	-	35	-	42
Quarrying, Clay and Sand Pits.....	8		8	-	3	+	2
Prospecting.....	38	24	62	+	11	-	25
<b>Manufacturing.....</b>	<b>3,819</b>	<b>2,580</b>	<b>6,399</b>	<b>-</b>	<b>166</b>	<b>-</b>	<b>1,541</b>
Foods and Beverages.....	200	154	354	-	27	-	34
Tobacco and Tobacco Products.....	2	10	12	+	2	-	17
Rubber Products.....	29	17	46	-	17	-	38
Leather Products.....	78	189	267	+	98	-	37
Textile Products (except clothing).....	129	194	323	+	46	+	3
Clothing (textile and fur).....	145	1,222	1,367	+	62	-	239
Wood Products.....	314	88	402	-	12	+	5
Paper Products.....	193	48	241	+	31	-	74
Printing, Publishing and Allied Industries.....	145	95	240	+	14	-	71
Iron and Steel Products.....	915	137	1,052	-	89	-	162
Transportation Equipment.....	711	77	788	-	170	-	351
Non-Ferrous Metal Products.....	187	49	236	+	25	-	94
Electrical Apparatus and Supplies.....	346	102	448	-	25	-	237
Non-Metallic Mineral Products.....	114	43	157	+	16	+	36
Products of Petroleum and Coal.....	40	15	55	+	7	+	14
Chemical Products.....	187	71	258	-	25	-	71
Miscellaneous Manufacturing Industries.....	84	69	153	-	102	-	174
<b>Construction.....</b>	<b>1,258</b>	<b>100</b>	<b>1,358</b>	<b>+</b>	<b>14</b>	<b>-</b>	<b>85</b>
General Contractors.....	922	68	990	-	18	-	84
Special Trade Contractors.....	336	32	368	+	32	-	1
<b>Transportation, Storage and Communication.....</b>	<b>777</b>	<b>342</b>	<b>1,119</b>	<b>-</b>	<b>74</b>	<b>-</b>	<b>53</b>
Transportation.....	650	176	826	-	74	+	91
Storage.....	22	43	65	+	10	+	14
Communication.....	105	123	228	-	10	-	158
<b>Public Utility Operation.....</b>	<b>200</b>	<b>28</b>	<b>228</b>	<b>-</b>	<b>35</b>	<b>-</b>	<b>22</b>
<b>Trade.....</b>	<b>1,833</b>	<b>1,794</b>	<b>3,627</b>	<b>+</b>	<b>108</b>	<b>-</b>	<b>775</b>
Wholesale.....	653	530	1,183	-	6	-	236
Retail.....	1,180	1,264	2,444	+	114	-	539
<b>Finance, Insurance and Real Estate.....</b>	<b>674</b>	<b>744</b>	<b>1,418</b>	<b>+</b>	<b>9</b>	<b>-</b>	<b>245</b>
<b>Service.....</b>	<b>3,139</b>	<b>6,784</b>	<b>9,923</b>	<b>-</b>	<b>1</b>	<b>-</b>	<b>2,960</b>
Community or Public Service.....	335	1,208	1,543	-	206	+	242
Government Service.....	1,652	490	2,142	+	41	-	2,422
Recreation Service.....	111	96	207	-	12	+	30
Business Service.....	630	396	1,026	+	75	-	216
Personal Service.....	411	4,594	5,005	+	101	-	594
<b>GRAND TOTAL.....</b>	<b>14,990</b>	<b>12,661</b>	<b>27,651</b>	<b>-</b>	<b>3,276</b>	<b>-</b>	<b>7,863</b>

(1) Preliminary—Subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT FEBRUARY 28, 1957<sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and managerial workers.....	3,168	890	4,058	5,873	1,539	7,412
Clerical workers.....	1,313	3,595	4,908	13,126	26,378	39,504
Sales workers.....	994	861	1,855	6,314	15,110	21,424
Personal and domestic service workers.....	783	5,080	5,863	37,955	22,194	60,149
Seamen.....	34	.....	34	5,691	40	5,731
Agriculture and fishing.....	665	22	687	5,201	642	5,843
Skilled and semiskilled workers.....	5,949	1,787	7,736	222,264	20,064	242,328
Food and kindred products (inc. tobacco).....	35	14	49	2,213	741	2,954
Textiles, clothing, etc.....	121	1,355	1,476	2,700	10,829	13,529
Lumber and lumber products.....	1,614	3	1,617	33,778	246	34,024
Pulp, paper (inc. printing).....	65	10	75	1,066	454	1,520
Leather and leather products.....	50	92	142	1,463	976	2,439
Stone, clay and glass products.....	9	.....	9	817	76	893
Metalworking.....	843	11	854	13,659	1,423	15,082
Electrical.....	300	13	313	1,875	1,647	3,522
Transportation equipment.....	14	.....	14	1,194	52	1,246
Mining.....	210	.....	210	1,985	.....	1,985
Construction.....	493	2	495	80,194	13	80,207
Transportation (except seamen).....	545	30	575	39,665	126	39,791
Communications and public utility.....	64	.....	64	977	4	981
Trade and service.....	186	211	397	4,412	1,949	6,361
Other skilled and semiskilled.....	1,218	37	1,255	23,533	1,169	24,702
Foremen.....	61	8	69	5,696	345	6,041
Apprentices.....	121	1	122	7,037	14	7,051
Unskilled workers.....	1,312	459	1,771	178,237	27,522	205,759
Food and tobacco.....	30	24	54	7,510	8,725	16,235
Lumber and lumber products.....	209	8	217	23,727	622	24,349
Metalworking.....	134	17	151	6,032	733	6,765
Construction.....	285	.....	285	97,531	2	97,533
Other unskilled workers.....	654	410	1,064	43,437	17,440	60,877
<b>GRAND TOTAL.....</b>	<b>14,218</b>	<b>12,694</b>	<b>26,912</b>	<b>474,661</b>	<b>113,489</b>	<b>588,150</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT FEBRUARY 28, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Feb. 28, 1957	Previous Month Jan. 31, 1957	Previous Year March 1, 1956	(1) Feb. 28, 1957	Previous Month Jan. 31, 1957	Previous Year March 1, 1956
<b>Newfoundland</b> .....	<b>242</b>	<b>296</b>	<b>294</b>	<b>25,801</b>	<b>23,291</b>	<b>20,927</b>
Corner Brook.....	3	7	17	5,163	4,663	4,228
Grand Falls.....	46	36	1	2,388	2,010	1,823
St. John's.....	193	247	276	18,250	16,618	14,876
<b>Prince Edward Island</b> .....	<b>96</b>	<b>67</b>	<b>70</b>	<b>5,184</b>	<b>4,928</b>	<b>4,352</b>
Charlottetown.....	62	38	98	3,241	3,171	2,769
Summerside.....	34	29	28	1,943	1,757	1,583
<b>Nova Scotia</b> .....	<b>730</b>	<b>630</b>	<b>592</b>	<b>27,908</b>	<b>26,972</b>	<b>23,840</b>
Amherst.....	10	11	33	1,240	1,178	986
Bridgewater.....	34	35	25	1,750	1,754	1,491
Halifax.....	424	454	579	5,203	5,127	4,211
Inverness.....	.....	.....	.....	1,190	1,234	1,088
Kentville.....	36	39	49	3,692	3,490	28,15
Liverpool.....	83	7	18	768	688	490
New Glasgow.....	44	44	30	3,484	3,303	3,539
Springhill.....	1	.....	1	907	916	556
Sydney.....	53	25	67	4,977	4,633	4,768
Tyro.....	34	11	80	1,675	1,628	1,480
Yarmouth.....	11	4	10	3,022	3,021	2,416
<b>New Brunswick</b> .....	<b>955</b>	<b>852</b>	<b>702</b>	<b>34,291</b>	<b>31,411</b>	<b>29,766</b>
Bathurst.....	77	15	30	6,504	5,560	5,521
Campbellton.....	44	76	25	2,919	2,476	2,508
Edmundston.....	66	38	14	2,718	2,260	2,359
Fredericton.....	93	81	128	2,208	1,978	1,744
Minto.....	88	104	28	720	647	629
Moncton.....	395	327	294	9,390	8,979	8,292
Newcastle.....	8	9	18	3,520	3,062	2,903
Saint John.....	148	97	148	2,545	2,803	2,504
St. Stephen.....	11	54	3	1,640	1,803	1,089
Sussex.....	8	18	8	697	703	702
Woodstock.....	17	33	6	1,430	1,140	1,455
<b>Quebec</b> .....	<b>6,626</b>	<b>10,510</b>	<b>10,153</b>	<b>187,286</b>	<b>168,911</b>	<b>179,827</b>
Asbestos.....	10	3	63	963	852	632
Beauharnois.....	32	41	24	950	972	922
Buckingham.....	7	26	8	1,294	1,164	1,063
Causapscal.....	3	31	94	3,181	2,321	2,742
Chandler.....	2	1	11	2,629	2,218	2,363
Chicoutimi.....	147	350	157	2,044	1,519	2,445
Dolbeau.....	2	155	63	1,638	791	1,835
Drummondville.....	72	101	75	2,440	2,329	2,325
Farnham.....	17	11	45	1,039	1,067	1,148
Forestville.....	703	988	305	1,732	995	1,510
Gaspé.....	1	3	3	2,318	1,897	2,117
Granby.....	47	52	35	1,957	1,986	2,285
Hull.....	39	47	141	4,503	4,341	3,859
Joliette.....	66	74	51	4,210	3,626	3,972
Jonquière.....	55	42	48	2,402	1,799	2,933
Lachute.....	15	26	18	838	835	723
La Malbaie.....	4	54	113	2,957	2,429	2,945
La Tuque.....	101	1,795	1,267	702	701	662
Lévis.....	100	99	98	4,852	4,064	4,598
Louiseville.....	45	39	42	1,411	989	1,167
Magog.....	1	8	4	810	799	678
Maniwaki.....	7	44	30	881	687	608
Matane.....	137	156	96	3,883	2,565	3,947
Megantic.....	.....	25	2	1,432	1,025	1,239
Mont-Laurier.....	7	6	4	1,360	835	1,141
Montmagny.....	19	18	23	2,473	1,912	1,923
Montreal.....	3,123	3,177	4,086	52,731	54,134	53,426
New Richmond.....	1	12	2	2,564	2,196	2,322
Port Alfred.....	5	.....	31	1,542	1,037	1,338
Quebec.....	506	538	583	16,453	16,147	15,912
Rimouski.....	81	102	33	4,874	3,591	4,603
Rivière du Loup.....	49	163	26	6,199	4,346	5,772
Roberval.....	13	585	66	944	668	1,044
Rouyn.....	44	105	309	1,937	1,508	1,718
Ste. Agathe.....	11	21	69	1,274	970	1,293
Ste. Anne de Bellevue.....	42	82	94	1,424	1,352	1,539
Ste. Thérèse.....	50	31	48	2,210	2,128	1,878
St. Georges Est.....	47	116	84	3,430	2,318	3,080
St. Hyacinthe.....	49	46	76	2,564	2,566	2,291
St. Jean.....	64	53	76	1,890	1,958	1,842
St. Jérôme.....	34	27	27	2,110	2,079	1,814
Sept Îles.....	186	379	36	1,786	1,520	1,621
Shawinigan Falls.....	67	69	41	4,370	3,695	4,406
Sherbrooke.....	158	148	169	4,856	4,739	3,917
Sorel.....	64	63	38	2,358	2,396	2,226
Thetford Mines.....	60	92	46	2,196	1,963	2,019
Trois-Rivières.....	168	209	778	5,938	5,299	5,543
Val d'Or.....	41	60	463	1,612	1,253	1,364

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT FEBRUARY 28, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies(?)			Live Applications		
	(1) Feb. 28, 1957	Previous Month Jan. 31, 1957	Previous Year March 1, 1956	(1) Feb. 28, 1957	Previous Month Jan. 31, 1957	Previous Year March 1, 1956
<b>Quebec—Con.</b>						
Valleyfield.....	39	65	35	2,336	2,191	2,110
Victoriaville.....	28	61	101	2,462	2,431	2,243
Ville d'Alma.....	57	111	16	2,357	1,708	2,724
<b>Ontario</b>	<b>10,097</b>	<b>10,354</b>	<b>14,919</b>	<b>168,259</b>	<b>161,324</b>	<b>145,166</b>
Arnprior.....	89	50	70	537	510	474
Barrie.....	49	60	84	13,34	1,320	1,631
Belleville.....	39	54	12	1,914	1,847	1,876
Bracebridge.....	183	39	18	1,186	1,131	1,307
Brampton.....	32	24	63	876	810	628
Brantford.....	69	54	127	2,849	2,790	1,769
Brookville.....	21	35	44	506	544	498
Carleton Place.....	3	7	1	353	621	342
Chatham.....	73	76	65	2,443	2,350	2,052
Cobourg.....	5	19	16	871	829	770
Collingwood.....	13	14	22	1,146	885	959
Cornwall.....	175	167	105	3,410	3,237	2,693
Fort Erie.....	23	9	40	554	592	613
Fort Frances.....	5	8	13	486	397	523
Fort William.....	128	478	188	1,943	1,758	2,188
Galt.....	123	96	117	1,025	883	729
Gananoque.....	3	2	5	402	398	296
Goderich.....	27	17	19	783	756	694
Guelph.....	105	99	158	1,675	1,577	1,295
Hamilton.....	653	711	749	11,406	11,657	9,563
Hawkesbury.....	24	26	16	1,353	1,265	1,177
Ingersoll.....	37	39	33	863	743	527
Kapuskasing.....	26	125	130	532	376	626
Kenora.....	27	29	27	592	502	585
Kingston.....	134	88	136	2,028	2,017	1,566
Kirkland Lake.....	102	100	97	837	831	965
Kitchener.....	64	79	106	2,827	2,858	2,681
Leamington.....	43	40	30	952	959	874
Lindsay.....	33	35	76	836	740	965
Listowel.....	33	29	31	501	465	469
London.....	605	523	704	4,930	4,806	3,864
Midland.....	28	67	13	1,428	1,470	1,399
Napanee.....	17	8	5	877	879	768
Newmarket.....	3	12	.....	1,182	1,136	.....
New Toronto.....	104	98	152	3,281	3,069	2,613
Niagara Falls.....	126	115	68	2,327	2,269	2,068
North Bay.....	19	51	61	1,520	1,355	1,349
Oakville.....	61	130	129	617	553	422
Orillia.....	15	15	37	1,029	997	945
Oshawa.....	76	93	129	4,208	3,656	5,406
Ottawa.....	1,477	1,397	3,602	6,806	5,586	5,854
Owen Sound.....	58	119	27	2,378	2,495	2,110
Parry Sound.....	3	3	5	437	463	498
Pembroke.....	131	206	203	1,885	1,673	1,634
Perth.....	20	15	15	673	753	617
Peterborough.....	48	70	166	3,182	2,875	2,861
Pictou.....	7	2	.....	698	775	678
Port Arthur.....	194	206	186	3,198	2,899	3,321
Port Colborne.....	12	15	7	721	758	704
Prescott.....	20	11	18	911	916	999
Renfrew.....	15	22	21	734	725	554
St. Catharines.....	82	120	120	4,303	4,203	3,741
St. Thomas.....	82	66	55	1,048	876	937
Sarnia.....	80	68	76	3,033	3,004	2,100
Sault Ste. Marie.....	487	329	354	1,352	1,244	1,474
Simcoe.....	14	7	25	1,372	1,342	1,119
Sioux Lookout.....	18	11	46	160	153	210
Smiths Falls.....	10	5	9	527	537	647
Stratford.....	26	18	44	956	884	733
Sturgeon Falls.....	4	4	6	974	957	999
Sudbury.....	212	288	274	3,305	2,703	3,351
Timmins.....	92	135	194	1,554	1,358	1,633
Toronto.....	3,109	2,921	4,827	42,216	40,977	34,583
Trenton.....	53	54	50	921	952	988
Walkerton.....	42	33	35	785	757	742
Wallaceburg.....	10	3	10	922	759	705
Welland.....	86	76	64	1,837	1,699	1,711
Weston.....	145	209	239	2,509	2,510	1,935
Windsor.....	141	199	324	9,384	9,526	6,902
Woodstock.....	24	21	23	1,149	1,127	657
<b>Manitoba</b>	<b>2,065</b>	<b>2,134</b>	<b>1,772</b>	<b>26,167</b>	<b>25,336</b>	<b>25,996</b>
Brandon.....	205	184	160	2,421	2,214	2,255
Dauphin.....	24	39	13	1,543	1,475	1,478
Flin Flon.....	90	115	56	184	215	163
Portage la Prairie.....	42	36	29	1,300	1,201	1,233
The Pas.....	29	30	12	170	162	162
Winnipeg.....	1,675	1,730	1,502	20,549	20,069	20,705

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT FEBRUARY 28, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) Feb. 28, 1957	Previous Month Jan. 31, 1957	Previous Year March 1, 1956	(1) Feb. 28, 1957	Previous Month Jan. 31, 1957	Previous Year March 1, 1956
<b>Saskatchewan</b> .....	<b>1,270</b>	<b>1,152</b>	<b>694</b>	<b>19,315</b>	<b>18,533</b>	<b>20,211</b>
Estevan.....	105	75	51	351	328	284
Moose Jaw.....	278	222	146	1,615	1,593	1,765
North Battleford.....	37	54	70	1,459	1,486	1,485
Prince Albert.....	70	97	39	2,181	2,132	2,206
Regina.....	320	302	259	4,945	4,615	5,352
Saskatoon.....	206	209	179	4,192	4,009	4,559
Swift Current.....	115	72	55	1,202	1,145	1,127
Weyburn.....	63	45	32	494	463	549
Yorkton.....	76	76	63	2,876	2,762	2,844
<b>Alberta</b> .....	<b>2,743</b>	<b>2,669</b>	<b>2,457</b>	<b>27,025</b>	<b>25,778</b>	<b>25,978</b>
Blairmore.....	5	43	20	327	333	514
Calgary.....	1,063	992	979	7,665	7,609	7,380
Drumheller.....	16	26	7	493	342	415
Edmonton.....	1,157	1,152	1,130	12,298	11,342	11,701
Edson.....	102	156	51	360	317	261
Lethbridge.....	163	125	130	3,222	3,091	3,047
Medicine Hat.....	136	84	84	1,405	1,502	1,444
Red Deer.....	101	91	56	1,255	1,242	1,216
<b>British Columbia</b> .....	<b>2,088</b>	<b>1,835</b>	<b>2,677</b>	<b>66,914</b>	<b>73,720</b>	<b>50,773</b>
Chilliwack.....	75	51	53	2,613	2,605	2,126
Courtenay.....	27	19	43	1,597	1,970	1,147
Cranbrook.....	9	5	5	968	1,090	871
Dawson Creek.....	18	26	29	577	529	457
Duncan.....	27	32	20	1,086	1,343	1,189
Kamloops.....	39	16	94	1,806	1,789	1,139
Kelowna.....	20	15	22	1,852	1,895	1,536
Kitimat.....	91	63	237	511	450	234
Mission City.....	32	26	12	1,742	1,908	1,487
Nanaimo.....	36	20	69	1,970	2,194	1,556
Nelson.....	37	26	26	1,466	1,623	1,135
New Westminster.....	222	119	106	8,410	10,142	6,292
Penticton.....	22	25	6	2,046	2,194	1,748
Port Alberni.....	14	18	15	851	1,651	723
Prince George.....	76	110	120	2,009	2,009	1,145
Prince Rupert.....	66	41	35	1,278	1,437	996
Princeton.....	2	1	2	632	677	392
Trail.....	6	4	14	1,203	1,234	988
Vancouver.....	1,005	937	1,410	27,487	29,818	19,904
Vernon.....	21	10	46	2,444	2,547	1,933
Victoria.....	205	247	286	3,986	4,236	3,264
Whitehorse.....	38	24	27	380	379	511
<b>Canada</b> .....	<b>26,912</b>	<b>30,493</b>	<b>34,858</b>	<b>588,150</b>	<b>560,204</b>	<b>526,836</b>
Males.....	14,218	18,117	20,559	474,661	447,210	418,909
Females.....	12,694	12,376	14,299	113,489	112,994	107,927

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 2 months.....	117,391	77,781	39,610	10,243	28,248	41,176	22,411	15,283
1957 2 months.....	105,112	67,254	37,858	7,519	26,819	40,424	20,757	9,593

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND REGULAR AND SEASONAL BENEFIT PAYMENTS  
BY PROVINCE, FEBRUARY 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid† (Disability Days in Brackets)	Amount of Benefit Paid
				\$
Newfoundland.....	18.8	8,467	75,218 (618)	1,703,886
Prince Edward Island.....	4.2	1,582	16,693 (332)	314,407
Nova Scotia.....	24.1	11,456	96,389 (4,233)	1,847,472
New Brunswick.....	26.6	11,385	106,466 (2,800)	2,132,310
Quebec.....	143.7	69,235	574,929 (39,381)	12,183,244
Ontario.....	124.8	55,458	499,156 (33,495)	10,345,094
Manitoba.....	22.0	8,570	88,080 (5,921)	1,810,542
Saskatchewan.....	17.2	6,594	68,701 (2,926)	1,464,659
Alberta.....	21.2	10,698	84,862 (3,883)	1,846,822
British Columbia.....	55.2	26,825	220,930 (11,890)	4,954,972
Total, Canada, Feb./57.....	457.8	210,270	1,831,424 (105,469)	38,603,408
Total, Canada, Jan./57.....	365.0	295,461	1,605,948 (88,975)	33,439,112
Total, Canada, Feb./56.....	416.1	173,759	1,733,650 (106,991)	32,188,102

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS HAVING AN  
UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING DAY  
OF THE MONTH, BY DURATION, SEX AND PROVINCE, FEBRUARY 28, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									February 29, 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	over 20	
<b>CANADA.....</b>	<b>572,387</b>	<b>85,096</b>	<b>39,501</b>	<b>63,048</b>	<b>143,137</b>	<b>137,438</b>	<b>53,378</b>	<b>18,482</b>	<b>32,307</b>	<b>510,963</b>
MALE.....	467,532	70,403	33,129	51,777	118,459	118,126	43,998	12,766	18,874	413,083
FEMALE.....	104,855	14,693	6,372	11,271	24,678	19,312	9,380	5,716	13,433	97,880
<b>Newfoundland.....</b>	<b>25,218</b>	<b>2,856</b>	<b>1,593</b>	<b>2,524</b>	<b>7,488</b>	<b>6,642</b>	<b>2,409</b>	<b>757</b>	<b>949</b>	<b>21,273</b>
Male.....	24,215	2,745	1,530	2,420	7,218	6,476	2,323	701	802	20,477
Female.....	1,003	111	63	104	270	166	86	56	147	796
<b>Prince Edward Island....</b>	<b>5,039</b>	<b>344</b>	<b>164</b>	<b>414</b>	<b>1,323</b>	<b>1,803</b>	<b>603</b>	<b>175</b>	<b>213</b>	<b>4,148</b>
Male.....	4,289	309	136	335	1,147	1,558	538	130	136	3,504
Female.....	750	35	28	79	176	245	65	45	77	644
<b>Nova Scotia.....</b>	<b>28,912</b>	<b>3,241</b>	<b>1,717</b>	<b>3,601</b>	<b>8,455</b>	<b>6,351</b>	<b>2,660</b>	<b>997</b>	<b>1,890</b>	<b>24,583</b>
Male.....	25,444	2,813	1,498	3,129	7,621	5,844	2,354	772	1,413	21,475
Female.....	3,468	428	219	472	834	507	306	225	477	3,108
<b>New Brunswick.....</b>	<b>34,188</b>	<b>4,052</b>	<b>1,776</b>	<b>3,381</b>	<b>9,718</b>	<b>9,336</b>	<b>3,530</b>	<b>986</b>	<b>1,409</b>	<b>28,787</b>
Male.....	29,483	3,577	1,546	3,018	8,636	8,148	2,972	698	888	24,825
Female.....	4,705	475	230	363	1,082	1,188	558	288	521	3,962
<b>Quebec.....</b>	<b>186,972</b>	<b>31,814</b>	<b>15,395</b>	<b>21,354</b>	<b>42,980</b>	<b>44,914</b>	<b>14,863</b>	<b>5,251</b>	<b>10,401</b>	<b>173,911</b>
Male.....	156,681	27,297	13,426	18,243	36,673	39,375	12,533	3,670	5,464	145,327
Female.....	30,291	4,517	1,969	3,111	6,307	5,539	2,330	1,581	4,937	28,584
<b>Ontario.....</b>	<b>158,370</b>	<b>25,983</b>	<b>10,662</b>	<b>18,010</b>	<b>40,226</b>	<b>34,366</b>	<b>13,685</b>	<b>4,885</b>	<b>10,553</b>	<b>139,987</b>
Male.....	119,178	19,911	8,097	13,445	30,906	27,295	10,384	2,980	6,160	105,321
Female.....	39,192	6,072	2,565	4,565	9,320	7,071	3,301	1,905	4,393	34,666
<b>Manitoba.....</b>	<b>25,269</b>	<b>2,957</b>	<b>1,337</b>	<b>2,450</b>	<b>6,310</b>	<b>6,320</b>	<b>3,332</b>	<b>878</b>	<b>1,685</b>	<b>25,372</b>
Male.....	19,480	2,307	1,001	1,822	4,788	5,257	2,775	582	948	18,715
Female.....	5,789	650	336	628	1,522	1,063	557	296	737	6,657
<b>Saskatchewan.....</b>	<b>18,743</b>	<b>1,640</b>	<b>1,168</b>	<b>1,616</b>	<b>4,978</b>	<b>5,512</b>	<b>2,541</b>	<b>504</b>	<b>784</b>	<b>19,792</b>
Male.....	15,571	1,322	986	1,303	3,974	4,928	2,282	367	409	16,225
Female.....	3,172	318	182	313	1,004	584	259	137	375	3,567
<b>Alberta.....</b>	<b>27,520</b>	<b>4,105</b>	<b>2,173</b>	<b>3,225</b>	<b>6,439</b>	<b>6,963</b>	<b>2,802</b>	<b>736</b>	<b>1,077</b>	<b>25,950</b>
Male.....	23,065	3,571	1,902	2,779	5,411	6,390	2,412	525	675	21,542
Female.....	3,855	534	271	446	1,028	573	390	211	402	4,408
<b>British Columbia.....</b>	<b>62,156</b>	<b>8,104</b>	<b>3,516</b>	<b>6,473</b>	<b>15,220</b>	<b>15,231</b>	<b>6,953</b>	<b>3,313</b>	<b>3,346</b>	<b>47,160</b>
Male.....	49,520	6,551	3,007	5,283	12,085	12,855	5,425	2,341	1,979	35,672
Female.....	12,636	1,553	509	1,190	3,135	2,376	1,528	972	1,367	11,488

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
FEBRUARY 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices	Disposal of Claims and Claims Pending at End of Month					
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,175	5,294	881	8,521	4,694	3,827	2,805
Prince Edward Island.....	936	808	128	1,601	875	726	292
Nova Scotia.....	7,548	5,879	1,669	12,740	8,382	4,358	2,357
New Brunswick.....	9,058	7,276	1,782	12,249	6,778	5,471	2,883
Quebec.....	65,807	50,331	15,476	76,894	50,591	26,303	25,595
Ontario.....	58,270	42,313	15,957	66,449	45,982	20,467	14,863
Manitoba.....	7,099	5,569	1,530	8,593	5,366	3,227	1,328
Saskatchewan.....	4,661	3,851	810	6,402	3,834	2,568	1,130
Alberta.....	9,465	6,998	2,467	12,942	9,134	3,808	3,139
British Columbia.....	21,695	15,701	5,994	32,099	23,649	8,450	5,154
Total, Canada, Feb./57.....	190,714	144,020	46,694	238,490	159,285	79,205	59,546
Total, Canada, Jan./57.....	359,384	289,009	70,375	366,777	269,684	97,093	107,322
Total, Canada, Feb./56.....	185,016	134,849	50,167	201,048	122,150	78,898	61,455

\* In addition, revised claims received numbered 39,158.

† This total includes initial claims considered for seasonal benefit.

‡ In addition, 39,120 revised claims were disposed of. Of these, 3,168 were special requests not granted and 1,449 were appeals by claimants. There were 5,420 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—January.....	3,600,000	3,211,900	388,100†
February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	3,644,000	3,505,500	138,500
September.....	3,651,000	3,518,700	132,300
October.....	3,647,000	3,518,600	128,400
November.....	3,663,000	3,523,600	189,400
December.....	3,728,000	3,512,600	215,400†
1957—January.....	3,802,000	3,403,800	398,200†

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household Operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	125.1

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA  
AT THE BEGINNING OF MARCH 1957**

(1949 = 100)

Source: Dominion Bureau of Statistics

	Total			Food	Shelter	Clothing	House- hold Operation	Other Com- modities and Services
	March 1956	February 1957	March 1957					
(1) St. Johns, Nfld.....	105.0	108.5	108.8	106.2	110.4	101.1	108.4	116.1
Halifax.....	114.3	118.8	118.7	111.4	127.8	114.0	125.1	122.3
Saint John.....	117.4	122.1	122.1	116.6	131.7	117.3	120.7	129.2
Montreal.....	116.7	120.5	120.3	119.3	138.7	104.1	116.1	123.5
Ottawa.....	117.3	121.6	121.6	115.4	140.5	111.2	117.4	127.3
Toronto.....	118.2	123.4	123.5	115.4	149.7	112.2	120.0	125.8
Winnipeg.....	116.8	118.7	118.4	113.7	128.6	111.8	115.9	123.3
Saskatoon—Regina.....	114.7	117.6	117.8	114.1	118.9	117.9	120.4	118.8
Edmonton—Calgary.....	114.3	117.4	117.4	113.2	121.2	114.1	118.4	122.4
Vancouver.....	118.6	122.5	122.4	117.6	130.1	113.7	131.0	124.2

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1 STRIKES AND LOCKOUTS, JANUARY-MARCH 1956, 1957.†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1957*						
January.....	24‡	24	7,477‡	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
Cumulative Totals....	73		19,859		173,240	0.06
1956						
January.....	14‡	14	17,341‡	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
Cumulative Totals....	38		23,533		590,255	0.21

\* Preliminary figures.

‡ Strikes unconcluded at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS MARCH 1957**

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began(t)	Date Ended	Approximate Time Loss, Man-Days		Major Issue(s)	Major Term(s) of Settlement
					March	To Date		
<b>Logging—</b> St. Lawrence Corporation Ltd., Beardmore, Ont.		625	Jan. 24	Mar. 5	2,190	21,390	Sympathy with wage dispute of truck owners hauling for the same firms.	Resumption of work, parties to negotiate settlement for truck drivers not included in agreement.
<b>MANUFACTURING—</b> <i>Beverages—</i> Brewers' Association of Newfoundland, St. John's, Nfld.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 885, AFL-CIO/CLC.	(c) 130	Jan. 11	Mar. 8	715	5,820	Wages, hours and union security.	Increased wages, reduced hours, adjustment of overtime and form of union security.
<i>Tobacco—</i> Benison & Hedges (Canada) Ltd., Montreal, Que.	Tobacco Workers International Union, No. 301, AFL-CIO/CLC.	128	Oct. 1, 1956	Mar. 26	2,175	22,135	Wages and working conditions.	Resumption of work, and replacement of workers.
<i>Textile—</i> Dominion Glove Co. Ltd., Beebe, Que.	National Federation of Clothing Industry Workers Inc. CIO/CLC.	121	Jan. 30	.....	2,540	5,200	Wages and hours.	.....
<i>Wood Products—</i> Imperial Lumber Co. Ltd., Jasper Place, Alta.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 814, AFL-CIO/CLC.	8	Sept. 8, 1956	.....	190	1,495	Wages, holidays and union security in bargaining first agreement; conciliation procedures completed.	.....
<i>Printing and Publishing—</i> Le Nouvelliste Inc., Trois-Rivières, Que.	International Typographical Union No. 856, AFL-CIO/CLC.	32	Feb. 28	.....	830	860	Dispute over printing methods clause in contract.	.....
<i>Metal Products (NFI)—</i> R.D. Werner (Canada) Ltd., Oshawa, Ont.	United Steelworkers of America, No. 2784, AFL-CIO/CLC.	147	Feb. 21	Mar. 4	295	1,180	Suspension of workers for union activity during working hours	Resumption of operations, matter in dispute to be submitted to arbitration.

**In Progress Prior to March 1957**

CONSTRUCTION— MacNamara Construction Co., Cornwall, Ont.	International Union of Operating Engineers, No. 793, AFL-CIO/CLC.	(c)	38	Jan. 22	Mar. 5	95	1,155	Wages, hours and union security.	Increase in wages and union security.
	Federation of Building and Construction Material Trades of Canada, CCCCL.	(c)	850	Feb. 21	Mar. 25	17,000	22,950	Wages and inter-union dispute.	Representation vote to be taken.
	National Syndicate of Construction Workers of Lake St. John, CCCCL.		1,200	Feb. 28	Mar. 2	1,800	3,000	Recognition of the syndicate as bargaining agent.	Union to seek certification.
	International Union, Mine, Mill and Smelter Workers of America, No. 902, IND.		29	Sept. 22, 1956		755	5,105	Wages; conciliation procedures completed.	
TRADE— Metropolitan Stores Ltd., Sudbury, Ont.	Kentville General Workers Union No. 301, CLC.		6	Feb. 18		155	215	Dispute over reduction in staff; union alleges lockout.	
	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, (Transport and Allied Workers Union), AFL-CIO/CLC.		13	Feb. 25		405	455	Wages and overtime rates.	
	Irving Oil Ltd., St. John's, Nfld.								

# Commencing in March 1957

MINING— Coal— Dominion Coal Company Limited No. 16 Colliery, New Waterford, N.S.	United Mine Workers of America, No. 16, IND.		922	Mar. 5	Mar. 11	3,225	3,225	Dispute over suspension of some workers.	Return of workers pending negotiations.
	Dominion Coal Company Limited No. 20 Colliery, Glace Bay, N.S.		960	Mar. 27	Mar. 29	1,440	1,440	Dispute over work assignment.	Return of workers, further negotiations.
	Other— Gaspé Copper Mines, Murdochville, Que.		964	Mar. 10		19,350	19,350	Dispute over union recognition.	
MANUFACTURING— Food— H. Heinz Company of Canada, Leamington, Ont.	United Packinghouse Workers of America, No. 459, AFL-CIO/CLC	(c)	89	Mar. 26	Mar. 30	355	355	Dispute over work assignment.	Adjustment made in working conditions.
	Rubber— Geo. Cluette Manufacturing Co. Ltd., Waterloo, Ont.	(c)	9	Mar. 11	Mar. 18	45	45	Wages, hours, union security.	Return of workers.

TABLE G-2.—STRIKES AND LOCKOUTS MARCH 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began(1)	Date Ended	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					March	To Date		
Commencing in March 1957—Continued								
<i>Textile—</i> Canadian Cottons Ltd., Canada Mill, Cornwall, Ont.	Textile Workers Union of America, No. 806, AFL-CIO/CLC.	(7)	Mar. 18	Mar. 19	60		Basis of calculating incentive pay	Return of workers, further negotiations.
Canadian Cottons Ltd., Stormont & Dundas Mill, Cornwall, Ont.	Textile Workers Union of America, No. 806, AFL-CIO/CLC.	1,260	Mar. 19	Mar. 20	1,260		Discharge of a number of workers.	Return of workers.
Canadian Chemical and Cellulose Co. Ltd., St. Jean, Que.	Syndicate of Chemical Workers, CCCL.	12	Mar. 19	Mar. 25	50		Recognition of union.	Resumption of work.
<i>Clothing—</i> Paragon Dress Mfg., Toronto, Ont.	International Ladies Garment Workers Union, No. 70, AFL-CIO/CLC.	8	Mar. 8	Mar. 15	45		Failure of company to make payments to health & welfare and retirement funds.	Company went into bankruptcy on March 13.
John B. Stetson, Brockville, Ont.	United Hatters, Cap. and Millinery Workers, International Union, No. 74, AFL-CIO/CLC.	235	Mar. 18	Mar. 18	115		Wages.	Wage increase granted.
Atlantic Pad Co., Ltd., Montreal, Que.	Amalgamated Clothing Workers of America, AFL-CIO/CLC.	40	Mar. 1	Mar. 7	140		Wages.	Wage increase granted.
<i>Wood Products—</i> Willia Lumber Co., Ltd., Westbridge, B.C.	International Woodworkers of America, No. 1-423, AFL-CIO/CLC.	28	Mar. 20	Mar. 27	125		Wages and working conditions.	Increased wages.
Simmons Limited, Vancouver, B.C.	Retail, Wholesale and Department Store Union, No. 535, AFL-CIO/CLC.	66	Mar. 27	.....	195		Wages, hours; conciliation procedures completed.	.....
<i>Pulp, Paper and Paper Products—</i> John Dickinson & Co., (Canada), Hamilton, Ont.	International Printing Pressmen and Assistants' Union of North America, No. 540, AFL-CIO/CLC.	65	Mar. 25	.....	290		Dispute over work assignment.	.....

<i>Printing and Publishing—</i> Photogravure Ideale Inc., Montreal, Que.	International Photo-Engravers Union of North America, No. 9, AFL-CIO/CLC.	9	Mar. 18	90	90	Wages, hours, statutory holidays and vacations following conciliation.	.....
The Nanaimo Free Press, Nanaimo, B.C.	International Typographical Union No. 337, AFL-CIO/CLC.	18	Mar. 18	15	15	Wages and work jurisdiction.	Wage increase, jurisdictional problem negotiated.
<i>Iron and Steel Products—</i> The Singer Mfg. Co., Ltd., St. Jean, Que.	United Steelworkers of America, No. 3764, AFL-CIO/CLC.	(9)	Mar. 5	35	35	Dispute over work assignment.	Return of workers.
Record Store & Furnace Co., Ltd., Moncton, N.B.	International Moulders' and Foundry Workers Union of America, No. 236, AFL-CIO/CLC.	9	Mar. 11	135	135	Dispute over work assignment.	Resumption of work, and laundry section closed.
Algoma Steel Corporation Ltd., Sault Ste. Marie, Ont.	United Steelworkers of America, No. 2251, AFL-CIO/CLC.	(9)	Mar. 22	600	600	Incentive pay revisions.	Return of workers, further negotiations.
<i>Non-Metallic Minerals—</i> Westco Products Ltd., Toronto, Ont.	United Automobile, Aircraft and Agricultural Implement Workers of America, No. 252, AFL-CIO/CLC.	402	Mar. 11	4,020	4,020	Work standards and incentive earnings.	Return of workers, further negotiations.
Consumers Glass Co., Ltd., Toronto, Ont.	United Glass and Ceramic Workers of North America, No. 220, AFL-CIO/CLC.	291	Mar. 9	4,365	4,365	Wages and welfare benefits and statutory holidays.	.....
Milton Brick Co., Milton, Ont.	United Mine Workers of America, No. 804, IND.	(10)	Mar. 22	550	550	Wages, hours, union security and statutory holidays.	.....
<i>Chemical Products—</i> Saskatchewan Minerals, (Sodium & Sulphate Div.), Chaplin and Bishopric, Sask.	Oil, Chemical and Atomic Workers International Union No. 16-678 and 16-679, AFL-CIO/CLC.	77	Mar. 15	805	805	Wages, overtime and holidays.	.....
<i>CONSTRUCTION—</i> Donovan Construction of Canada, Ltd., Sprague, Ont.	International Brotherhood of Electrical Workers, No. 1687, AFL-CIO/CLC.	145	Mar. 9	870	870	Wages.	Resumption of work.
Foundation Company of Canada Sault Ste. Marie, Ont.	United Association of Journeymen and Apprentices of the Plumbing and Pipe-fitting Industry of United States and Canada, No. 508, AFL-CIO/CLC.	80	Mar. 12	120	120	Union jurisdiction.	Return of workers, jurisdiction settled by negotiations.
<i>TRANSPORTATION—</i> Carrier & Freres, Ltd., Shawinigan Falls, Que.	Syndicate of Service Employees, CCCL.	105	Mar. 1	3,255	3,255	Union recognition.	.....

TABLE G-2.—STRIKES AND LOCKOUTS MARCH 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began(1)	Date Ended	Approximate Time Loss Man-Days		Major Issue(s)	Major Term(s) of Settlement
					March	To Date		
Commencing in March 1957—Concluded								
TRADE— Myer Salit Ltd., Niagara Falls, Ont.  Honey Dew Shop, Windsor, Ont.  Shelly Bros. Ltd., Saskatoon, Sask.	United Mine Workers of America, IND.	11	Mar. 11	Mar. 22	100	100	Wages, hours, union recognition.	Return of workers, union to seek certification.
	Hotel and Restaurant Employees and Bartenders International Union, No. 499, AFL-CIO/CLC.	12	Mar. 22	.....	95	95	Wages and hours.	.....
	Retail Wholesale and Department Store Union, No. 935, AFL-CIO/CLC.	100	Mar. 28	.....	200	200	Wages and working conditions in negotiating first agreement and union activity during office hours.	.....
	Purity Dairies Limited, Windsor, Ont.	204	Mar. 30	.....	205	205	Dispute over union jurisdiction for truck drivers.	.....
SERVICE— Dinty Moore's Restaurant, Montreal, Que.	Hotel and Restaurant Employees and Bartenders International Union, No. 382, AFL-CIO/CLC.	100	Mar. 5	Mar. 5	100	100	Intra-union dispute over dues.	Return of workers.
Toronto Township Works Department, Cooksville, Ont.	National Union of Public Service Employees, No. 42, CLC.	28	Mar. 21	Mar. 22	30	30	Dispute over work assignment.	Return of workers.

(1) In this table the date of commencement is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.  
 (2) 10 indirectly affected; (3) 12 indirectly affected; (4) 350 indirectly affected; (5) 350 indirectly affected; (6) 48 indirectly affected;  
 (7) 745 indirectly affected; (8) 50 indirectly affected; (9) 150 indirectly affected; (10) 20 indirectly affected.

# H—Industrial Accidents

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA BY MAIN INDUSTRY GROUPS 1928-1956

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation and Communications	Trade	Finance	Service	Unclassified	Total
1928	194	176	43	260	201	250	34	333	64	—	102	—	1,077
1929	156	235	54	234	250	298	40	326	58	1	114	—	1,706
1930	122	175	36	258	196	324	42	327	58	—	117	—	1,655
1931	163	76	40	158	142	217	44	205	51	3	97	—	1,188
1932	154	73	30	123	116	124	41	180	48	2	83	1	974
1933	111	91	36	112	103	65	15	151	48	3	63	—	808
1934	151	114	47	144	103	118	15	165	52	—	86	—	1,000
1935	124	116	38	175	133	102	25	184	44	1	86	—	1,000
1936	127	133	57	181	132	102	14	240	45	2	86	2	1,071
1937	156	149	52	201	127	170	23	227	46	1	65	—	1,247
1938	156	143	30	235	120	154	19	166	44	—	66	—	1,167
1939	133	110	30	233	110	133	25	181	44	—	70	—	1,107
1940	127	148	29	175	144	173	25	236	51	1	65	—	1,208
1941	144	177	44	262	263	176	30	317	65	1	93	—	1,553
1942	107	178	24	199	315	227	21	318	44	1	84	—	1,510
1943	99	151	49	213	310	154	16	334	59	1	79	—	1,465
1944	119	137	34	159	271	100	17	264	53	1	59	—	1,204
1945	114	166	20	188	269	127	24	292	52	—	88	5	1,345
1946	119	145	41	174	346	132	22	237	53	3	99	—	1,378
1947	117	192	30	190	265	170	40	289	57	8	110	—	1,582
1948	94	171	30	194	268	182	45	248	45	3	106	—	1,350
1949(1)	113	141	32	201	249	152	42	249	43	2	131	—	1,259
1950(1)	58	160	42	173	213	156	61	183	54	—	130	—	1,369
1951(1)	97	179	20	188	219	213	31	240	49	3	106	—	1,418
1952(1)	102	176	21	212	228	248	42	242	44	4	86	—	1,321
1953(1)	114	167	33	187	232	233	35	178	58	—	73	—	1,296
1954(1)	100	168	31	204	207	238	26	195	53	3	73	—	1,296
1955(1)	88	183	32	179	219	238	42	211	50	5	74	—	1,325
1956(2)	104	193	18	246	189	301	25	221	55	1	60	—	1,416

(1) Prior to 1956 the Department had classified as "industrial" fatalities, deaths which occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned. This practice has been discontinued. Figures for the years 1949 to 1955 have been revised accordingly.

(2) These figures are preliminary including 1,177 reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 239 compiled from other sources some of which will presently be reported by the Boards. The 239 fatalities were distributed as follows: Agriculture 94; Logging 8; Fishing and Trapping 13; Mining 8; Manufacturing 6; Construction 31; Electricity, Gas and Water Production and Supply 2; Transportation, Storage and Communications 34; Trade 16; Finance 1; Service 26.

**TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA IN 1956 BY INDUSTRIES AND CAUSES**

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
<b>Striking Against and Stepping on Objects:</b>													
Tools.....													
Machinery.....													
Belts, pulleys, chains, lines, etc.....													
Working materials.....													
Nails and spikes.....													
Buildings and structures (including parts of these such as doors, windows, etc.).....											1		1
Working surfaces.....													
Miscellaneous.....													
<b>Total.....</b>											1		1
<b>Struck by:</b>													
Tools.....	1	1		1	1			1					5
Machinery.....					3	1							4
Belts, pulleys, chains, lines, etc.....	1	4		2	2	2							11
Cranes, derricks, other hoisting or conveying apparatus.....		1		6	1	5		1	2				16
Automobiles or trucks.....	3			1	3	21	2	3	3		1		37
Tractors, loadmobiles, etc.....	3	5		1	2	9		3	3				20
Mine or quarry cars.....				9									9
Trains or other railway vehicles.....				1		1		20					22
Streetcars.....													
Other motor-driven transportation vehicles, N.E.S.....													
Man-powered vehicles and craft.....													
Objects thrown or kicked back by tools.....													
Objects thrown or kicked back by machinery.....	3	1		3	11								18
Objects being hoisted or conveyed.....		16			5	7		2					30
Objects falling or flying in mines and quarries.....				31		3							34
Materials being handled by fellow worker.....					1	1	1						3
Materials being handled by victim.....	1	1											2
Materials falling from stockpile and loads.....		18			5	1		5					29
Another person (other than acts of violence).....					1								1
Animals.....	7												7
Falling trees or limbs.....	6	57			1	2	6						73
Landslides or cave-ins.....				13	5	35		3			1		56
Flying particles.....		1						1					2
Miscellaneous.....		7		4	1	5		3			7		27
<b>Total.....</b>	25	112		73	43	97	3	39	5		9		406
<b>Caught In, On or Between:</b>													
Machinery.....	8			1	10	3		2	1				25
Belts, pulleys, chains, lines, etc.....	1			2	3	1							7
Elevators, hoisting and conveying apparatus.....				3	3	4	1		1				12
Buildings and structures (including parts of these such as doors, windows, etc.).....					2								2
Automobiles and trucks.....	2				4	2		4	1				13
Tractors, loadmobiles, etc.....	1	2			1	1							6
Mine and quarry cars.....				5		1		1	1				7
Trains or other railway vehicles.....								3	1				4
Streetcars.....													
Miscellaneous transportation vehicles and craft.....					1								1
Materials in use or stored in plant.....					1	2		1					4
Objects in water (e.g., logs, caught between boat and wharf).....		1											1
Miscellaneous.....													
<b>Total.....</b>	12	3		12	25	14	1	10	5				82
<b>Collisions (Including derailments, wrecks, etc., but not falls, slips, struck by, caught in in on or between):</b>													
Involving steam railways.....								31					31
Involving street railways.....													
Involving automobiles and trucks.....	12	11	2	4	23	33	2	36			12		157
Involving tractors, loadmobiles, etc.....	27	6		1	3	22		1	1				61
Involving mine and quarry cars.....													
Involving water craft.....		23	6	4	1	6		11					51
Involving aircraft.....				2	4	3		21	2		3		35
Involving other transport agencies.....						1		1					2
Involving elevators and other hoisting and conveying apparatus.....				3		2		1					5
Involving animal-drawn vehicles and implements.....	2												2
Involving miscellaneous agencies.....													
<b>Total.....</b>	41	40	8	13	31	67	2	102	25		15		344

TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA IN 1956 BY INDUSTRIES AND CAUSES

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
<b>Falls and Slips (a) falls on same level</b>													
Due to rough ground or floor surfaces.....													
Due to collapse of resistance.....						1							2
Due to tripping over or stepping on object.....				1									1
Due to slippery surfaces.....													
Due to slipping while handling materials.....				1									
Due to slipping while operating machines.....													
Due to physical condition of workman.....													
Due to vehicles in motion (other than struck by, collision, etc.).....													
Miscellaneous.....													
<b>Sub Total.....</b>				2		1							3
<b>(b) falls to different levels</b>													
From ladders or stairs.....				1	1	4		1	2		3		12
From scaffolds and stagings.....				2	4	24		1			1		32
From platforms, ramps and stationary vehicles.....	1			2	1	1		2	1				8
From buildings, roofs and towers.....	4			1	1	18		2	1		1		28
From bridges, trestles and catwalks.....					2	5		2					9
From poles, trees, logs and stumps.....					1	1	6	1					9
From stockpiles and loads.....		2		1	4			1					7
From moving railway vehicles.....				1				8					9
From other moving transportation vehicles.....	3					3			2		1		9
Into holds of vessels.....					1			2					3
Into shafts, pits, excavations, etc.....	1	3		16		4					1		25
Into rivers, lakes, sea or harbours.....		19	10	3	3	11	2	23	2		3		76
Into storage bunkers.....				1	4								5
Into tanks, vats or kilns.....				4	2								6
Miscellaneous falls to different level.....		1		1	3	1			2		1		9
<b>Sub Total.....</b>	9	25	10	28	29	74	8	43	10		11		247
<b>Total.....</b>	9	25	10	30	29	75	8	43	10		11		250
<b>Conflagrations, Temperature Extremes and Explosions</b>													
Conflagrations.....	3	4		3	3	1	1	4	1		3		23
Exposure to welding flashes.....								1					1
Exposure to cold or cold substances.....				1	1			1					3
Exposure to steam or other hot vapours.....								1					1
Exposure to hot liquids or molten metal.....	1												2
Exposure to heat or hot substances, N.E.S.....				5	1	1							12
Explosions—blasting accidents.....	1	2		5		3			1				41
Explosions of coal and/or dust.....				41									
Air blasts (bumps) in mines.....													
Explosions of steam pressure apparatus.....													
Explosions of liquid air, gas pressure apparatus and containers.....						1	1	1					3
Explosions of gasoline and/or oil.....	1			1	2	3					1		8
Explosion of chemicals.....					5								5
Ammunition and firearms (accidental).....	2	3		1	1			1			2		9
Other explosions.....						1	1	1					3
<b>Total.....</b>	8	9		52	13	10	3	8	2		6		111
<b>Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.)</b>													
Exposure to acids, alkalis and similar chemicals.....					6	7	3		4	1	1	5	28
Exposure to poisonous gasses.....	1				49	19	1						69
Exposure to dust.....													
Exposure to poisonous vegetation.....													
Exposure to radioactive substances.....													
Exposure to miscellaneous poisonous agencies.....													
<b>Total.....</b>	1			55	26	4		4	1	1	5		97
<b>Contact with Electric Current</b>													
Lightning accidents.....	3	1			1	2							7
Exposure to or contact with electricity.....	1	1		5	6	21	10	3	2		2		51
<b>Total.....</b>	4	2		5	7	23	10	3	2		2		58
<b>Over-exertion and Industrial Diseases</b>													
Over-exertion resulting in strains, hernia, etc.....	2	2		6	13	9		11	4		8		55
Industrial diseases.....											2		2
<b>Total.....</b>	2	2		6	13	9		11	4		10		57

**TABLE H-2.—INDUSTRIAL FATALITIES IN CANADA IN 1956 BY INDUSTRIES AND CAUSES**

Causes	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Electricity, Gas and Water Production and Supply	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
<b>Miscellaneous Accident Types</b>													
Violence.....					2		1	1	1		1		6
Bites, stings, etc., by animals, reptiles and insects.....													1
Infection, N.E.S.....	1					2							3
Miscellaneous.....	1												
<b>Total.....</b>	<b>2</b>				<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>		<b>1</b>		<b>10</b>
<b>Grand Total.....</b>	<b>104</b>	<b>193</b>	<b>18</b>	<b>246</b>	<b>189</b>	<b>301</b>	<b>28</b>	<b>221</b>	<b>55</b>	<b>1</b>	<b>60</b>		<b>1,416*</b>

\* See footnote (2) Table H-I.

TABLE H-1.—INDUSTRIAL FATALITIES IN CANADA IN 1956, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1956 (1)	Per Cent of Total	Total 1955 (2)	Per Cent of Total	No. (3) Employed 1956 (Thousands)
Agriculture.....	6	3	2	7	12	11	9	5	18	19	7	5	104	7.3	88	6.6	773
Logging.....	14	18	8	5	29	18	14	24	11	22	21	9	193	13.6	183	13.8	118
Fishing and Trapping.....		3		2	1		1	2	1	2	5	1	18	1.3	32	2.4	20
Mining and Quarrying.....	20	20	10	12	27	23	22	11	12	19	52	18	246	17.4	179	13.5	115
Manufacturing.....	19	18	20	12	16	9	12	14	26	14	18	11	189	13.3	219	16.5	1,417
Construction.....	16	12	12	10	18	25	31	43	37	45	31	18	301	21.3	243	18.3	410
Electricity, Gas and Water Production and Supply.....		1	1	2	4	4	1	6	3	4	1	1	28	2.0	42	3.2	66
Transportation, Storage and Communications.....	16	17	13	14	16	16	19	34	21	19	18	18	221	15.6	211	15.9	429
Trade.....	2	2	3	4	7	5	4	4	5	6	6	7	55	3.9	50	3.8	870
Finance.....										1			1	0.1	5	0.4	191
Service.....	5	7	4	3	11	5	3	8	3	2	1	5	60	4.2	71	5.6	1115
Total.....	98	101	73	71	144	116	116	151	137	153	163	93	1,416*	100.0	1,326	100.0	5,524

(1) Preliminary figures.

(2) Revised figures.

(3) Annual average compiled from the Labour Force bulletin published by the Dominion Bureau of Statistics.

\* See footnote (2) Table H-1.



<b>Trade</b> .....	3	6	21	4	2	9	7	.....	55	1	.....	2	7	24	1	8	4	3	50
Wholesale.....	2	3	12	3	...	5	4	.....	26	1	.....	1	2	4	...	4	1	...	12
Retail.....	1	3	12	1	2	4	3	.....	26	1	.....	1	5	20	1	4	3	...	38
<b>Finance</b> .....	.....	1	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	4	1	.....	.....	.....	5
<b>Service</b> .....	4	1	8	4	2	4	11	.....	60	.....	.....	2	15	31	6	5	5	10	74
Public administration.....	2	1	2	4	2	3	4	.....	36	.....	.....	2	5	15	4	4	4	5	39
Recreational.....	.....	.....	1	.....	.....	.....	.....	.....	5	.....	.....	.....	2	3	.....	.....	1	.....	6
Laundering, dyeing and cleaning.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Laundry, domestic and business.....	2	5	8	.....	.....	1	3	.....	19	.....	.....	.....	8	13	2	1	1	4	29
<b>TOTAL</b> .....	20	4	96	31	262	434	47	56	136	321	.....	45	280	409	61	73	112	237	1,326

(1) Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated. For quarterly reports of accidents see the Labour Gazette for July and October, 1956, and January and April 1957. (2) Preliminary figures. (3) Revised figures for 1955. \* See footnote (?) Table H-1.

**TABLE H-5.—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, IN CANADA  
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical <sup>(1)</sup> Aid Only	Temporary Disability	Permanent Disability	Fatal	Total
<b>1952</b>					
Newfoundland.....	5,466	4,065	125	19	9,675
Prince Edward Island.....	424	446	11	1	882
Nova Scotia.....	10,236	6,886	539	63	17,724
New Brunswick.....	5,571	8,463	205	28	14,267
Quebec.....				312	97,177
Ontario.....	137,938	54,802	2,157	309	195,206
Manitoba.....	11,351	5,522	337	36	17,246
Saskatchewan.....	7,491	6,039	112	37	14,579
Alberta.....	23,803	14,895	730	92	39,520
British Columbia.....	42,855	25,551	1,391	240	70,037
Total.....					476,313
<b>1953</b>					
Newfoundland.....	5,630	3,972	114	16	9,732
Prince Edward Island.....	479	516	10	0	1,005
Nova Scotia.....	9,732	6,565	519	39	16,855
New Brunswick.....	5,328	7,353	227	20	12,928
Quebec.....				191	93,306
Ontario.....	143,467	55,992	2,198	319	201,976
Manitoba.....	11,759	5,168	382	37	17,346
Saskatchewan.....	8,547	7,466	162	43	16,218
Alberta.....	23,522	17,570	749	124	41,965
British Columbia.....	43,569	23,909	1,253	207	68,938
Total.....					480,269
<b>1954</b>					
Newfoundland.....	5,357	3,774	74	28	9,233
Prince Edward Island.....	578	561	9	4	1,151
Nova Scotia.....	9,655	7,074	508	50	17,287
New Brunswick.....	5,429	7,427	168	23	12,946
Quebec.....				253	87,011
Ontario.....	135,670	55,648	1,994	276	193,588
Manitoba.....	11,421	4,998	367	41	16,827
Saskatchewan.....	9,399	8,677	237	50	18,363
Alberta.....	22,922	16,679	749	102	40,452
British Columbia.....	42,488	23,230	1,175	192	67,085
Total.....					463,943
<b>1955</b>					
Newfoundland.....	5,608	4,193	95	17	9,913
Prince Edward Island.....	771	635	12	2	1,360
Nova Scotia.....	9,878	7,437	543	44	17,902
New Brunswick.....	6,560	8,245	194	33	15,032
Quebec.....				227	95,257
Ontario.....	147,330	59,284	1,922	278	208,814
Manitoba.....	11,661	5,521	121	29	17,332
Saskatchewan.....	9,082	9,011	137	52	17,282
Alberta.....	24,858	17,760	698	116	43,432
British Columbia.....	43,573	25,036	1,223	180	70,012
Total.....					496,336
<b>1956<sup>(2)</sup></b>					
Newfoundland.....	5,410	4,476	40	11	9,937
Prince Edward Island.....	691	549	9	4	1,253
Nova Scotia.....	10,043	7,903	74	83	18,103
New Brunswick.....				26	17,864
Quebec.....				212	106,004
Ontario.....	164,416	65,313	2,250	312	232,291
Manitoba.....	12,341	5,843	128	30	18,342
Saskatchewan.....	11,121	10,685	250	62	22,118
Alberta.....	28,833	19,866	769	126	49,594
British Columbia.....	49,635	28,210	1,191	229	79,265
Total.....					554,771

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

(2) Preliminary figures.

manpower and labour relations

REVIEW

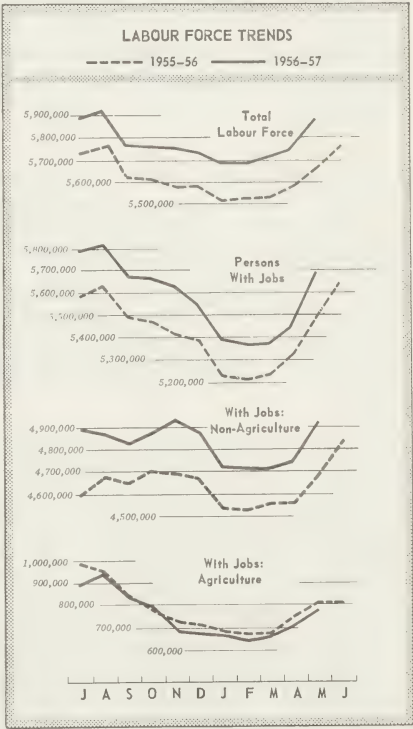
Economics and Research Branch, Department of Labour, Canada

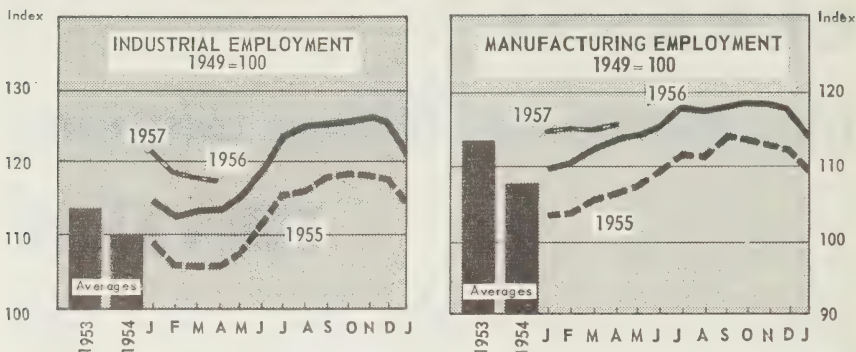
Current Manpower Situation

THE seasonal rise in employment, which began in March, continued with increasing strength during May. Because of a particularly sharp increase during the month, the rise in employment this spring was larger than last. Both farm and non-farm industries showed considerable improvement during the month; farm activities increased rapidly in most parts of the country, except in the Atlantic region, where spring seeding was delayed by bad weather. The resumption of forestry work and increases in non-residential construction and in the trade and service industries contributed largely to the upsurge in non-agricultural employment. Layoffs in the automobile industry curtailed the increase in manufacturing employment, although the manufacturing industry as a whole showed some improvement because of sizeable staff increases in the light industry sector.

At May 18, 1957, an estimated 5,687,000 persons had jobs, an increase of 245,000 from a month earlier and 188,000 from a year before. The number of persons without jobs and seeking work decreased by 112,000 from mid-April to mid-May, approximating the record decrease of May 1955. Nevertheless, the mid-month estimate of 194,000 job seekers was about 29,000 higher than the figure at the corresponding date last year. Registrations for employment at National Employment Service offices followed a similar pattern.

Unemployment has continued to be somewhat higher than last year,





despite the unusually rapid increase in employment this spring. This can be attributed partly to the fact that the labour force has risen particularly sharply in recent months. Stimulated in part by the large influx of immigrants since last fall, the increase in the labour force this spring was about 43,000 higher than the average for the same period in the past five years.

The classification of local labour market areas at the end of May reflected the relatively easier labour supply situation this year. Only one area was in the shortage category compared with five a year earlier; and 52 were in the labour surplus categories compared with 39 in May 1956. Persons without jobs and seeking work represented 3.3 per cent and job registrations 6.1 per cent of the labour force at mid-May this year, compared with 2.9 and 5.0 per cent, respectively, a year before.

## Economic Trends

After nearly three years of uninterrupted growth, the value of non-farm output, seasonally adjusted at annual rates, appeared to have levelled off in the first quarter of 1957. Preliminary figures show the non-farm Gross National Product at \$29.5 billion, about one-half of one per cent higher than in the last quarter of 1956. In real terms, the change was negligible because of slightly higher prices in the first quarter of this year.

Mixed trends in the economy were responsible for the levelling-off in output in the first quarter. For example, housing construction continued the downward trend that began in the third quarter of 1956. Activity decreased slightly also in the industries predominantly engaged in supplying goods for capital investment. Thus, production in durable manufacturing fell nearly 3 per cent from the fourth quarter of 1956 to the first quarter of 1957, the decrease being concentrated in non-metallic minerals, electrical apparatus and supplies and non-ferrous metals. In non-durable manufacturing both production and employment were slightly higher in the first quarter of this year but there are conflicting trends within the sector, losses in some consumer goods industries, such as rubber and clothing, offsetting gains in others. Continuing strong demands for some products, such as newsprint, however, resulted in the higher over-all level of output.

In general, the major gains in production, employment and income were in the service and distributive trades rather than in the commodity-producing industries. The contribution of the construction industry to output and income was significantly reduced.

Preliminary data for April tend to confirm the present conflicting trends in the economy. The composite index of industrial employment, on a seasonally adjusted basis, had risen slightly; manufacturing and mining employment, however, had decreased somewhat, leaving other industries to account for the total increase. The gain in construction employment in April was only fractional.

## Construction Employment

The seasonal upswing in non-residential construction this spring appears to be equal to and perhaps greater than was expected earlier. During the first four months of the year, employment in the industry was 8 per cent higher than last year, on the average, in spite of a sharp drop in housing. This is a larger increase than in other main industry groups.

The 1957 construction program represents, to a large extent, the completion of plans initiated in 1955 and 1956. Foremost among these are engineering works such as pipelines, power developments and the extension of highway systems. The total value of such construction planned for the current year is estimated to be 19 per cent more than in 1956. The St. Lawrence Seaway, the Trans-Canada gas pipeline and numerous other power developments figure prominently in this increase. National Employment Service offices close to these projects indicate that labour requirements in construction are considerably greater than last year.

Other sectors of the industry have also recorded increases. Earlier this year, the survey of investment intentions suggested that industrial construction would show little, if any, increase this year. It seems possible, however, that the actual volume of this type of building may be greater than expected. In the first quarter, the value of contracts awarded for industrial construction was almost twice as large as last year. This sector of the industry, therefore, may well play a fairly large part in maintaining the employment strength in construction.

Whether or not the upward trend in construction will be maintained depends to some extent on developments in the housing sector. Up to the end of April, the number of housing units started this year was only about two-thirds as great as the comparable figure for last year, and the number under construction at the end of the month was down 27 per cent. However, as pointed out in the last issue of this Review, the volume of new housing in this period is small in relation to the total for the year. Even slight year-to-year percentage gains in May and June (the big months for housing starts) would do much to offset the decline in housing activity. By the same token, of course, the employment effects of a decline during these months would be proportionately large. Expectations are, however, that housing construction, compared with last year, will improve as the year progresses. It is expected that at least 100,000 housing units will be started in 1957, compared with 217,000 in 1956, when the total was unusually high.

Although construction employment has remained relatively high there has been little or no improvement in the unemployment situation in this industry. At the end of April, skilled and unskilled construction workers registered at NES offices totalled 134,000, some 24 per cent more than a year earlier; by the end of May the number had dropped to 71,000 but this total was 48 per cent higher than that of a year before.

Important regional differences existed in the demand for and supply of construction workers at the end of May. In the Ontario and Pacific regions, vacancies on file at NES offices were markedly fewer than a year before, while registrations showed a much larger year-to-year increase than the national average. In the Prairie region, on the other hand, construction workers registered with the NES increased only moderately while vacancies were more numerous than last year. In the Quebec and Atlantic regions, vacancies listed were about the same as last year but the number of workers registered was moderately greater.

Some indication of the impact of current and past construction programs is indicated in the following table, which shows the relationship between construction expenditures and the labour force in each region. It goes far to explain the reason for the shortages that occurred in western provinces at the height of the construction season during the past few years.

	Construction Expenditures <sup>1</sup> (dollars per worker) <sup>2</sup>					
	Canada	Atlantic	Quebec	Ontario	Prairie	Pacific
1955 .....	985	800	841	932	1,268	1,343
1956 .....	1,156	810	976	1,081	1,474	1,825
1957 .....	1,176	774	970	1,142	1,464	1,897

<sup>1</sup>Actual 1955; preliminary actual 1956; intentions 1957.

<sup>2</sup>Labour force, first quarter averages.

Sources: *Private and Public Investment in Canada*; *Labour Force Survey*, DBS.

The table also shows that when expected expenditures for 1957 are related to the growing labour force, the increase from 1956 to 1957 is considerably smaller than the value figures alone suggest. The increase in value from 1956 to 1957 is 5 per cent but the increase in dollars per worker is only 2 per cent. If supplies of construction workers increase in line with the increase in the total labour force, general construction labour supplies should be more adequate than last year. In view of the increased emphasis on engineering projects, however, which generally require fewer workers to accomplish an equivalent value of work, some surpluses of construction workers may develop.

The type of construction planned for 1957 suggests a substantial shift in occupational requirements, with increased demand for steel workers and heavy equipment operators and a smaller need for carpenters and bricklayers. It also suggests that the geographical distribution of demand and supply will be more uneven than usual because of the shift from housing to resource development projects. These factors probably already contributed to the relatively high levels of unemployment among construction workers.

# Current Labour Statistics

(Latest available statistics as of June 10, 1957)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....	May 18	5,881,000	+ 2.3	+ 3.8
Total persons with jobs.....	May 18	5,687,000	+ 4.5	+ 3.4
At work 35 hours or more.....	May 18	5,142,000	+64.1 <sup>1</sup>	+ 2.9
At work less than 35 hours .....	May 18	429,000	-80.2 <sup>1</sup>	+ 10.0
With jobs but not at work.....	May 18	116,000	-18.3	+ 3.6
With jobs but on short time.....	May 18	38,000	- 2.6	+ 65.2
With jobs but laid off full week.....	May 18	12,000	-52.0	-
Persons without jobs and seeking work	May 18	194,000	-36.6	+ 17.6
Persons with jobs in agriculture.....	May 18	773,000	+ 9.5	- 5.4
Persons with jobs in non-agriculture....	May 18	4,914,000	+ 3.8	+ 5.0
Total paid workers.....	May 18	4,459,000	+ 4.0	+ 4.6
<i>Registered for work, NES (b)</i>				
Atlantic.....	May 16	56,200	-37.1	+ 21.1
Quebec.....	May 16	120,600	-35.5	+ 15.5
Ontario.....	May 16	101,800	-29.0	+ 52.9
Prairie.....	May 16	43,800	-41.1	+ 10.6
Pacific.....	May 16	37,600	-27.0	+ 50.4
Total, all regions.....	May 16	360,000	-34.0	+ 27.7
<i>Claimants for Unemployment</i>				
Insurance benefit.....	May 1	373,609	-33.2	+ 27.9
Amount of benefit payments .....	April	\$40,392,557	- 8.5	+ 21.7
Industrial employment (1949=100) .....	April 1	117.8	- 0.3	+ 3.8
Manufacturing employment (1949=100)....	April 1	115.3	+ 0.3	+ 1.7
Immigration.....	1st 3 mos.	62,460	-	+229.4(c)
<i>Strikes and Lockouts</i>				
No. of days lost .....	May	144,700	-	- 49.8(c)
No. of workers involved .....	May	15,393	-	- 7.0(c)
No. of strikes .....	May	40	-	+ 46.7(c)
<i>Earnings and Income</i>				
Average weekly wages and salaries .....	April 1	\$67.50	+ 0.2	+ 6.4
Average hourly earnings (mfg.).....	April 1	\$1.59	+ 0.7	+ 5.4
Average hours worked per week (mfg.).....	April 1	41.1	+ 0.5	0.0
Average weekly earnings (mfg.).....	April 1	\$65.23	+ 1.2	+ 5.4
Consumer price index (av. 1949=100).....	May 1	121.1	+ 0.2	+ 3.9
Real weekly earnings (mfg. av. 1949=100)	April 1	129.1	+ 0.7	+ 1.5
Total labour income..... \$000,000	March	1,205	0.0	+ 10.1
<i>Industrial Production</i>				
Total (average 1935-39=100).....	March	283.1	- 0.1	+ 2.0
Manufacturing .....	March	285.7	+ 0.7	+ 1.1
Durables .....	March	350.1	+ 0.7	+ 0.7
Non-Durables .....	March	244.6	+ 0.7	+ 1.5

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also inside back cover, February *Labour Gazette*.

(b) See inside back cover, February *Labour Gazette*.

(c) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

<sup>1</sup>Good Friday occurred in the survey week.

# Labour-Management Relations

## The Bargaining Scene

**I**N the first six months of 1957, settlements were achieved for almost half the contracts covering 1,000 or more workers scheduled to be renegotiated during the year; slightly more than half of the contracts are for periods of two years or more, most making provision for two or more wage increases spread over the term of the agreement. Between January 1 and June 15, contracts were signed for a total of 49 of these units, with 42 either in or about to enter the renegotiation stage at mid-June.

Among the contracts effective for two or more years, approximately 40 per cent provide for wage increases up to 15 cents per hour during their terms, and in 60 per cent the total amount is more than 15 cents. In contracts effective for one year, wage increases most commonly range from 5 to 10 cents per hour, but increases were greater than this in almost 40 per cent of the agreements.

Other features of the 49 settlements include an increase in the number of agreements providing for three- and four-week vacations and an extension of the number of paid statutory holidays granted. Supplemental unemployment benefit plans were provided in a small number of contracts.

Table 1 — Time Lapse Between Expiry of Previous Agreement and Settlement Date of New Agreement for Contracts Signed January 1 — June 15, 1957 \*

Time Lapse	Agreements
1 month and under	22
Over 1 month and under 3 months	14
3—6 months	7
Over 6 months and under 1 year	4
1 year or over	2
Total	49

\*Bargaining units of 1,000 or more employees.

Most of the settlements were achieved after relatively short periods of bargaining, as indicated by the accompanying table, although a large number required conciliation services. Assuming that negotiations began 30 to 60 days before the termination date of the previous contract, bargaining extended over a period of two to three months in the largest number of cases. The vast majority were settled after less than five months of bargaining.

## Current Negotiations

The accompanying chart deals with the 50 agreements covering 1,000 or more workers under negotiation or scheduled to terminate during the period May 1 to July 31. By June 15, eight had been settled. Strike action preceded a settlement between International Harvester Company of Canada Limited and the United Steelworkers of America.

Thirty-four agreements were under negotiation at mid-June, with 17 at the conciliation stage. Included in this group were several contracts covering workers in the construction trades in Edmonton, Hamilton, Toronto and Vancouver. Negotiations between West Coast logging operators and the International Woodworkers of America entered the post-conciliation stage with the handing down of the conciliation board report

## THE BARGAINING SCENE JUNE 15, 1957

Bargaining Units of 1,000 or More Employees,  
May 1 to July 31, 1957

### In Negotiations and Terminating in Period:

50 agreements, 137,500 workers

Bargaining carried over from April:  
Terminating in period May 1 - July 31:

30 agreements, 62,500 workers  
20 agreements, 75,000 workers

### Settlements Achieved:

May 15 - June 15

8 agreements, 14,800 workers

#### Major Terms of Settlements (preliminary information)

- Wages and Duration -  
2, covering 6,200 workers, are 1-year agreements; 1 provides a wage increase ranging from 15 - 20 cents an hour; 1 provides an increase of 7 per cent.  
4, covering 4,700 workers, are 2-year agreements providing wage increases spread over 2 years; 2 increase wages by 25 cents an hour; 1 by 8½ - 11 cents an hour; 1 by 7 per cent.  
2, covering 3,900 workers, are 3-year agreements; 1 provides an increase of 25 cents an hour spread over 3 years; 1 an immediate increase of \$5 per week.
- Hours of Work -  
Reduced to 37½ per week under 1 contract covering 2,000 workers.
- Vacations -  
1,200 workers under 1 agreement to receive third week after 15 years' service.
- Statutory Holidays -  
1,900 workers under 1 agreement to receive 3 additional days.
- Welfare Benefits -  
1 agreement, covering 3,700 workers, introduced a contributory health and welfare plan; 1, covering 2,000 workers, provides for a severance pay fund.
- Union Security -  
1 agreement, covering 1,900 workers, introduced compulsory check-off.  
One agreement, covering 1,200 workers, reached after strike.

### Negotiations Continuing:

At June 15

34 agreements, 104,300 workers

Bargaining in progress:  
Conciliation in progress:  
Post-conciliation:  
Arbitration in progress:  
Work stoppages:

13 agreements, 34,100 workers  
17 agreements, 25,800 workers  
1 agreement, 34,000 workers  
2 agreements, 3,600 workers  
1, involving 6,800 workers

### Other Agreements Terminating in Period:

8 agreements, 18,400 workers

Expiring in June:  
Expiring in July:

2 agreements, 3,000 workers  
6 agreements, 15,400 workers

early in June. One strike was in progress at June 15, involving the Aluminum Company of Canada Limited, Arvida, and a syndicate of the Canadian and Catholic Confederation of Labour.

## Wage Rate Indexes

Final results of the October 1, 1956, survey of wage rates conducted by the Economics and Research Branch show that the general index of average wage rates (base year 1949) rose from 141.7 in 1955 to 148.7 in 1956.

Table 2 shows index numbers of average wage rates from 1949 to 1956 for four main industrial groups: all industries; manufacturing as a whole; and within the latter, durable goods and non-durable goods.

During the period 1949-1956, the index for durable goods has kept slightly ahead of the other groups, although from 1955 to 1956, the index for non-durable goods rose by 5.4 per cent compared to rises of 5.2 for durable goods, 5.3 for all manufacturing and 4.9 for all industries.

Table 2 - Index Numbers of Average Wage Rates, All Industries and Manufacturing, 1949-1956  
(1949=100)

Year	All Industries General Average	Manufacturing		
		All Manufacturing	Durable Goods	Non-Durable Goods
1949.....	100.0	100.0	100.0	100.0
1950.....	105.5	106.1	106.6	105.6
1951.....	119.1	120.3	121.7	118.8
1952.....	127.7	128.4	130.2	126.5
1953.....	133.6	134.6	136.3	132.8
1954.....	137.9	138.5	140.0	136.9
1955.....	141.7	142.2	143.7	140.7
1956.....	148.7	149.8	151.2	148.3

Table 3 shows the indexes of average wage rates at October 1 for the years 1955 and 1956 with the percentage increase during the period in the eight major industrial groups. The unusually sharp rise in the index for logging is due to a change in the survey date from February 1 to December 1 for eastern Canada. This is the peak period of activity in this section of logging, so that higher earnings were reported for piece-workers.

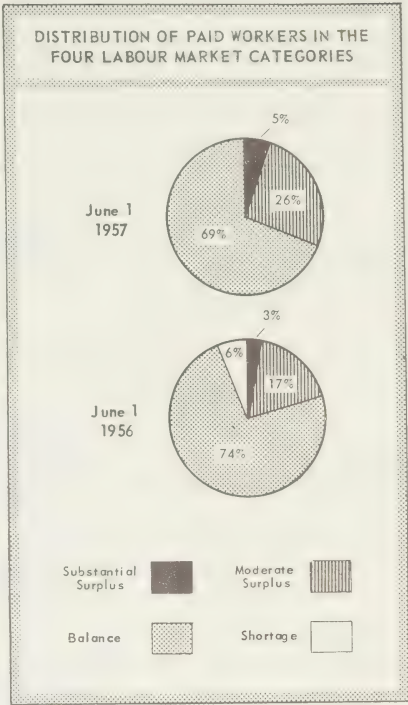
Table 3 - Index Numbers of Average Wage Rates, Eight Major Industrial Groups, 1955-1956  
(1949=100)

Industrial Groups	Index at		Per Cent Increase 1955/1956
	October 1 1955	October 1 1956	
Logging.....	138.2	160.8	16.4
Mining.....	134.9	142.4	5.6
Manufacturing.....	142.2	149.8	5.3
Construction (buildings and structures). Transportation, storage and communication.....	145.4	150.7	3.6
Electric light and power.....	142.9	152.0	6.4
Trade.....	158.1	169.7	7.3
Personal service.....	142.2	146.2	2.8
	132.3	136.1	2.9

# Manpower Situation in Local Areas

**E**MPLOYMENT continued to increase seasonally in all parts of the country during May at a faster rate than in the month before and, although from a lower level, at a faster rate than a year earlier. In all, 70 labour market areas were reclassified, 28 from the substantial to the moderate labour surplus category, 41 from moderate surplus to balance and one from balance to shortage. At June 1, classification of the 109 areas was as follows (last year's figures in brackets): in substantial surplus, 11 (8); in moderate surplus, 41 (31); in balance, 56 (65); in shortage, 1 (5).

All the regions shared in the improved labour market conditions but the employment increases were less pronounced in the Atlantic and Quebec regions than elsewhere. In the Eastern regions, the changes were chiefly from the substantial to the moderate labour surplus categories while in the Ontario, Prairie and Pacific regions, the changes were mainly from the moderate surplus to the balanced category. At June 1, however, the Quebec, Atlantic and Pacific regions were still largely in the labour surplus category, whereas the rest of the country was predominantly in the balanced category. The labour shortage area was in the Prairie region. On the whole, however, the labour market situation was easier than a year earlier because, in most areas, including those in the balanced category, labour supplies were more ample than last year. This year, as last, there were more workers in surplus areas in Quebec than in any other region. The number of workers in surplus areas, however, showed the greatest year-to-year increase in the Pacific region.



Labour Market Areas	Labour Surplus *				Approximate Balance *		Labour Shortage *	
	1		2		3		4	
	June 1 1957	June 1 1956	June 1 1957	June 1 1956	June 1 1957	June 1 1956	June 1 1957	June 1 1956
Metropolitan	1	—	3	2	7	7	—	2
Major Industrial	3	2	13	11	11	14	—	—
Major Agricultural	1	1	2	2	11	11	—	—
Minor	6	5	23	16	27	33	1	3
Total	11	8	41	31	56	65	1	5

\*See inside back cover February *Labour Gazette*.

# CLASSIFICATION OF LABOUR MARKET AREAS

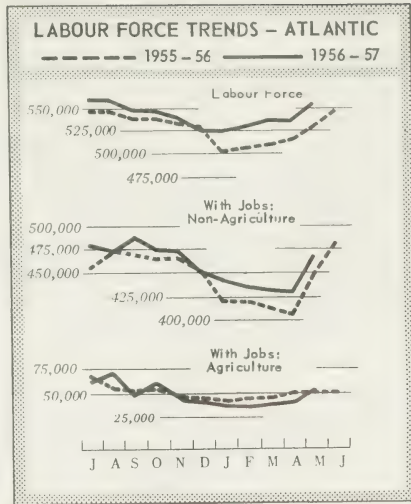
June 1, 1957

LABOUR SURPLUS		APPROXIMATE BALANCE		LABOUR SHORTAGE
GROUP 1	GROUP 2	GROUP 3	GROUP 4	
METROPOLITAN AREAS (labour force 75,000 or more)	St. John's  Vancouver-New Westminster → QUEBEC-LEVIS → WINDSOR	→ CALGARY → EDMONTON → HAMILTON → Montreal → OTTAWA-HULL → TORONTO → WINNIPEG		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Rouyn-Val d'Or Shawinigan Falls  Brantford → CORNWALL → FARNHAM-GRANBY → JOLIETTE → LAC ST. JEAN → MONCTON → NEW GLASGOW → Peterborough → Saint John → Sarnia → SHERBROOKE → Sydney → TROIS-RIVIÈRES	→ FORT WILLIAM- PORT ARTHUR → Guelph → HALIFAX → Kingston → KITCHENER → LONDON → NIAGARA PENINSULA → OSHAWA → SUDBURY → TIMMINS- KIRKLAND LAKE → VICTORIA		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Rivière du Loup  → CHARLOTTETOWN → THETFORD-MEGANTIC- ST. GEORGES	Barrie → BRANDON → CHATHAM → LETHBRIDGE → Moose Jaw → NORTH BATTLEFORD → PRINCE ALBERT → RED DEER → Regina → Saskatoon → YORKTON		
MINOR AREAS (labour force 10,000-25,000)	Campbellton Gaspé Grand Falls Montmagny Prince George Rimouski  → BATHURST → Beauharnois → Chilliwack → Cranbrook → DRUMMONDVILLE → EDMUNDSTON → Fredericton → KAMLOOPS → KENTVILLE → NEWCASTLE → North Bay → OKANAGAN VALLEY → Prince Rupert → QUEBEC NORTH SHORE → STE. AGATHE- ST. JÉRÔME → ST. HYACINTHE → ST. STEPHEN → SUMMERSIDE → TRURO → Valleyfield → VICTORIAVILLE → WOODSTOCK, N.B. → YARMOUTH	→ BELLEVILLE-TRENTON → BRACEBRIDGE → Brantford → BRIDGEWATER → CENTRAL VANCOUVER → ISLAND → DAUPHIN → DAWSON CREEK → DRUMHELLER → Galt → Goderich → LACHUTE → STE. THÉRÈSE → LINDSAY → Listowel → MEDICINE HAT → OWEN SOUND → PEMBROKE → PORTAGE LA PRAIRIE → SAULT STE. MARIE → SIMCOE → SOREL → ST. JEAN → St. Thomas → Stratford → Swift Current → TRAIL-NELSON → Wallerton → WOODSTOCK- INGERSOLL	→ WEYBURN	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved.

## ATLANTIC

**EMPLOYMENT** increased rapidly in the Atlantic region during May. Persons with jobs at May 18 were estimated at 517,000, an increase of 44,000 from the previous month and of 18,000 from the previous year. Seasonal industries were almost entirely responsible for the employment increase during the month, which was about normal for the season despite the fact that outdoor activities were hampered by adverse weather. Backward spring weather delayed seeding operations in most areas but agricultural employment showed the usual seasonal expansion. Fishing operations were seriously hampered by bad weather so that processing plants were operating at less than full time. Construction, logging, trucking, and trade establishments accounted for much of the gain in non-farm employment during the month.



Fourteen of the 21 areas of the region were reclassified during May, 12 from the substantial to the moderate surplus category and two from the moderate surplus to the balanced category. At June 1, the area classification was as follows (last year's figures in brackets): in substantial surplus, 4 (3); in moderate surplus, 15 (13); in balance, 2 (5).

### Local Area Developments

**St. John's** (metropolitan). Remained in Group 1. Unemployment decreased less than usual during May, largely because of a slow pick-up in construction. Fishing and fish processing recorded small employment gains; lobster fishing continued to be hampered by ice conditions. The overall employment situation was slightly worse than last year because of a slow employment rise in some of the main seasonal industries.

**Halifax** (major industrial). Reclassified from Group 2 to Group 3. Except for seasonal increases in employment the labour market situation changed very little during the month. A shortage of orders resulted in the release of a few workers at the Halifax shipyards but manufacturing employment, on the whole, remained about the same as a year before. The Halifax waterfront remained less active than last year.

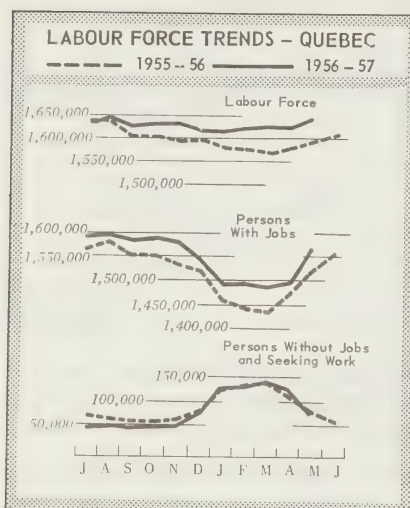
**New Glasgow** (major industrial). Reclassified from Group 1 to Group 2. Employment increased slowly as continuing cold weather delayed the resumption of outdoor activities in most seasonal industries. The railway rolling stock industry continued operating below capacity but production and employment were expected to increase in June following the beginning of work on a new order.

**Moncton** (major industrial). Reclassified from Group 1 to Group 2. Local employment conditions showed the usual seasonal strengthening.

Charlottetown, Summerside, Kentville, Truro, Yarmouth, Bathurst, Edmundston, Newcastle, St. Stephen, and Woodstock (major agricultural and minor). Reclassified from Group 1 to Group 2.

Bridgewater (minor). Reclassified from Group 2 to Group 3.

## QUEBEC



THE labour force in the Quebec region expanded further during May, rising seasonally after having levelled off during April. Employment rose during the month and recorded a slightly higher increase than a year earlier. Unemployment decreased slightly more than seasonally and represented a smaller percentage of the labour force than in the corresponding month in the last three years. At May 18, persons with jobs were estimated at 1,569,000, an increase of 71,000 over the month before and 52,000 over last year. Persons without jobs and seeking work decreased by 56,000, to 71,000 at

mid-May. Despite a much larger labour force, this figure was 4,000 lower than that at the same time last year.

While cool and dry weather hampered agricultural activity in some parts of the region, ploughing had been completed and seeding begun in many areas. Employment, however, rose most sharply in the non-agricultural sector of the economy, with continuing year-to-year increases in iron and steel products, transportation equipment, electrical apparatus and chemical products. Employment declined seasonally in secondary textiles but increased in logging, the manufacture of wood products, in food and beverages, transportation, services and construction, although in the last industry unemployment was still higher than a year before. A boom in industrial and commercial construction partially offset the marked decline in residential construction.

Fifteen of the 24 labour market areas in the region were reclassified during the month. At June 1, the areas were classified as follows (last year's figures in brackets): in substantial surplus, 6 (4); in moderate surplus, 14 (14); in balance, 4 (6).

### Local Area Developments

**Montreal** (metropolitan). Remained in Group 3. Employment rose in the manufacture of leather products and in the industries allied with construction, although in a number of these, the level was still lower than last year. In construction, transportation and the food and beverage industries employment rose seasonally. Unemployment increased, however, in both primary and secondary textiles. Because of the expansion

of the labour force, largely through immigration, unemployment generally was slightly higher than a year ago.

**Quebec-Levis** (metropolitan). Reclassified from Group 1 to Group 2. Unemployment dropped in the seasonal industries. Employment was high in sawmills and in the manufacture of paper products. The log drive was under way and some cutting operations had begun before the end of the month. Shortages of skilled mechanics, printers and sewing machine operators were registered but layoffs occurred in primary textiles and boot and shoe manufacturing.

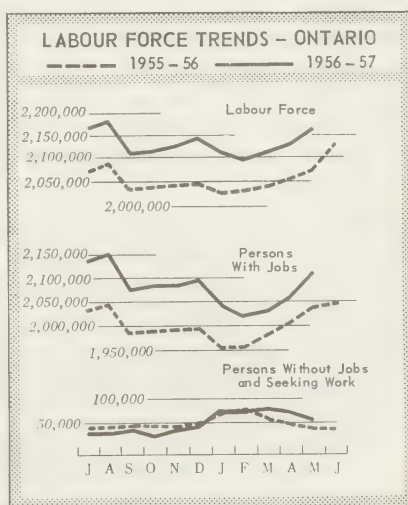
**Lac St. Jean, Farnham-Granby, Joliette, Sherbrooke and Trois-Rivières** (major industrial). Reclassified from Group 1 to Group 2. Employment rose with the resumption of forestry operations; in addition to the drive some cutting had already begun by the end of the month. Trucking employment rose seasonally following the lifting of road restrictions and employment in the construction and allied industries also increased. Service workers were being hired as hotels and restaurants prepared for the holiday season. However, the strike of some 6,500 aluminum workers at Arvida, continuing since mid-May, affected the entire Lac St. Jean labour market area.

**Therford-Megantic-St. Georges, Drummondville, Quebec North Shore, Ste. Agathe-St. Jérôme, St. Hyacinthe and Victoriaville** (major agricultural and minor). Reclassified from Group 1 to Group 2.

**Lachute-St. Thérèse, St. Jean and Sorel** (minor). Reclassified from Group 2 to Group 3.

## ONTARIO

EMPLOYMENT in Ontario continued to increase during May. Persons with jobs at May 18 were estimated at 2,112,000, an increase of 53,000 from the previous month and of 74,000 from the previous year. At the same time, unemployment continued to decline but was still higher than last year. Residential construction, building supplies and equipment producing industries and, to some extent, the automobile industry were mainly responsible for the reduced rate of employment increase. In addition, farm operations were somewhat delayed by unfavourable weather conditions. Heavy industry remained steady and light manufacturing industries showed some further improvement. Log driving and sawmilling were in full operation. Professional, technical and skilled clerical personnel and, in some areas, experienced farm help remained in short supply.



Twenty of the 34 labour market areas in the region were reclassified during the month. At June 1, the area classification was as follows

(last year's figures in brackets): in moderate surplus, 6 (2); in balance, 28 (31); in shortage, 0 (1).

### Local Area Developments

**Metropolitan areas reclassified from Group 2 to Group 3: Hamilton** – Increased activities in non-residential construction and lake shipping were mainly responsible for the substantial drop in unemployment. The iron and steel industry maintained a high level of employment. A strike at the International Harvester plant made 2,000 workers temporarily idle. **Ottawa-Hull** – The employment situation improved considerably in most occupations. **Toronto** – Most industries contributed to the increase in employment. Heavy industry continued firm. Activity in processing and light manufacturing increased. The textile industry, except clothing, was busy.

**Windsor** (metropolitan). Reclassified from Group 1 to Group 2. An increase in non-residential construction and the gradual resumption of farm work brought the area into the moderate surplus group. Employment in the automobile and automotive feeder plants remained low, with additional layoffs at the Chrysler Corporation plant.

**Cornwall** (major industrial). Reclassified from Group 1 to Group 2. Intensification of work on the St. Lawrence Seaway resulted in a reduction of the labour surplus.

**Major industrial areas reclassified from Group 2 to Group 3. Kitchener** – Manufacturing industries, with the exception of woodworking and some home appliances, were busy. **London** – The iron and steel industry operated at capacity. The textile and shoe industries were busy. There was some curtailment in the production of diesel locomotives. **Niagara Peninsula** – Employment increased in manufacturing, trade, shipbuilding and repairs. **Oshawa** – Small layoffs occurred in the automobile industry. Automotive parts production was normal. **Sudbury** – Sawmill operations and river drives were well under way. The demand for metal miners for the Blind River district continued strong. **Timmins-Kirkland Lake** – All sawmills were producing at capacity. There was increased activity at the silver mines.

**Chatham** (major agricultural). Reclassified from Group 2 to Group 3. Renewed farm operations brought new demand for labour. Some 300 Portuguese immigrants were brought into the area to relieve the expected farm labour shortage.

**Belleville-Trenton, Bracebridge, Lindsay, Owen Sound, Pembroke, Sault Ste. Marie, Simcoe and Woodstock-Ingersoll** (minor). Reclassified from Group 2 to Group 3.

### PRAIRIE

ECONOMIC activity in the Prairie region showed a decided increase during May. Persons with jobs at May 18 were estimated at 1,015,000, an increase of 58,000 from the previous month and of 24,000 from the previous year. The rise in employment was accompanied by a larger expansion than usual of the labour force. Nevertheless, unemployment showed a sizeable decline, falling to about the level of a year before. All parts of the region recorded considerable employment increases during the month but there was little evidence of widespread labour

shortages. While additional farm workers could have been used in many areas, farm operators proceeded rapidly with their spring work and were reported to have virtually completed the seeding of grain crops by the end of the month. A sharp pick-up in construction employment resulted in shortages of certain skills although supplies of construction labour generally were somewhat heavier than a year before; the strongest demands were for heavy equipment operators and welders for pipeline construction.

On the whole, there was a much better balance between the demand and supply of labour in the Prairie region than in other parts of the country. This was reflected in the NES statistics for the end of the month, which showed 40 per cent as many job vacancies as job registrations in the Prairie region compared with 15 per cent for the country as a whole.

Sixteen of the 20 areas in the region were reclassified during the month. At June 1, the area classification was as follows (last year's figures in brackets): in balance, 19 (16); in shortage, 1 (4).

#### Local Area Developments

**Calgary** (metropolitan). Reclassified from Group 2 to Group 3. Rapid employment expansion continued but labour shortages were much less widespread than a year earlier.

**Edmonton** (metropolitan). Reclassified from Group 2 to Group 3. Unemployment fell steadily and by the end of the month farm workers, hard rock miners, heavy equipment operators and pipeline workers were in very short supply.

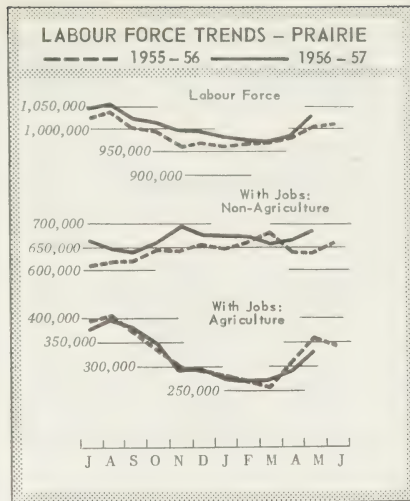
**Winnipeg** (metropolitan). Reclassified from Group 2 to Group 3. Manufacturing accounted for much of the employment increase in this area.

**Fort William - Port Arthur** (major industrial). Reclassified from Group 2 to Group 3. Employment increased sharply in forestry and construction.

**Brandon, Lethbridge, North Battleford, Prince Albert, Red Deer and Yorkton** (major agricultural). Reclassified from Group 2 to Group 3.

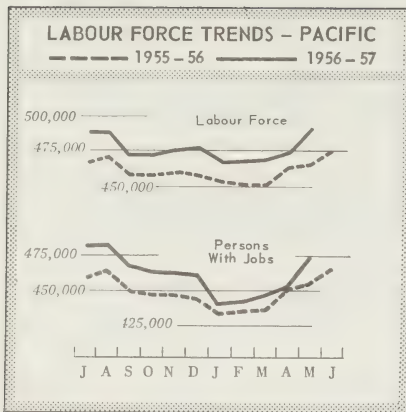
**Dauphin, Portage La Prairie, Drumheller, Medicine Hat and Dawson Creek** (minor). Reclassified from Group 2 to Group 3.

**Weyburn** (minor). Reclassified from Group 3 to Group 4.



#### PACIFIC

THE employment situation in the Pacific region showed a marked improvement during May as seasonal demand for labour increased. Persons with jobs rose by 19,000 to 474,000, about 20,000 higher than in May 1956.



However, although the decrease in unemployment during May was greater than last year, the number of unemployed persons at June 1 was higher than a year earlier.

Increased logging and sawmilling activity resulted in greater demand for workers in these industries, but employment was still lower than last year, especially in sawmilling, largely because of less favourable lumber markets in Canada, the United States and the United Kingdom. Construction employment rose moderately to a higher level than in May 1956.

There was some improvement in most sections of manufacturing but the production level of plants largely dependent on orders from logging and sawmilling firms was lower than last year. Employment remained high in engineering firms producing heavy machinery and units for hydro-electric power plants, oil refineries and pulp mills. Steel fabricating plants and shipyards employed more workers than last year.

During the month, five areas were reclassified, two from the substantial to the moderate labour surplus category and three from moderate labour surplus to balance. At June 1, classification of the ten areas in the region was as follows (last year's figures in brackets): in substantial surplus, 1 (1); in moderate surplus, 6 (2); in balance, 3 (7).

#### Local Area Developments

**Vancouver-New Westminster** (metropolitan). Remained in Group 2. The employment situation improved considerably during May. The possibility of strikes in the forestry industries limited the extent of the improvement in logging in outlying areas but, at the same time, resulted in accelerated production in sawmilling. Activity increased moderately in construction, including the housebuilding sector. In general, manufacturing employment was higher than in April, especially in heavy steel fabricating firms, but plants dependent on the forestry industries were not fully active.

**Victoria** (major industrial). Reclassified from Group 2 to Group 3. There was a steady demand for labour during the month. More workers were required in logging; sawmills operated steadily. Shipbuilding and sheet metal firms were busier but machine shops were operating at less than capacity because of unsettled conditions in the forestry industries. Construction projects progressed favourably but there was little additional demand for labour.

**Central Vancouver Island and Trail-Nelson** (minor). Reclassified from Group 2 to Group 3.

**Okanagan Valley and Kamloops** (minor). Reclassified from Group 1 to Group 2.

## NOTES OF CURRENT INTEREST

### **CLC General Board Holds First Biennial Meeting**

A union was suspended and automation and organization were the chief topics of discussion at the first biennial meeting of the Canadian Labour Congress General Board in Montreal May 1 to 3.

The General Board consists of the Executive Council plus one representative of each national and international union affiliated to the CLC. It is advisory only, and meets biennially in the years between Congress conventions.

The International Union of Operating Engineers was suspended following complaints of repeated raiding by the Union.

The suspension is to remain in effect "until such time as the Canadian ranking officers of this union and the membership, by statement and action, satisfy the executive Council that they are prepared to abide by the obligations of membership provided in the constitution of the Canadian Labour Congress".

This means that the Executive Council can lift the suspension at any time such evidence of good faith is provided.

In a quick check, Dr. Eugene Forsey, CLC Research Director, found that automation appears so far to have had a very limited effect on Canadian employment. Reporting his findings to the Board, he warned that his statement was based on a very limited survey.

Enquiries, Dr. Forsey advised, had been made of unions with a total of 665,000 Canadian members. Of these, 44 per cent, with about 240,000 members, provided no information, suggesting they were not seriously affected.

"The replies from the rest," said Dr. Forsey, "indicate that automation had had little or no effect on total employment in their industries, though there have been some problems of displacement."

Dr. Forsey expressed dissatisfaction with the survey because, as a result of the limits both of time and CLC facilities, an adequate study was impossible. Such a study could be made only by the Government, he said.

President Claude Jodoin told the General Board that the biggest challenge facing the Canadian labour movement was organization.

Three sessions of the Montreal meeting of the Board were devoted to discussions

on organization, led by CLC Director of Organization Joe MacKenzie, who outlined the procedure for transfers of unions, jurisdictional problems and the general organizational picture.

Other CLC national directors who discussed various phases of Congress activity were: Max Swerdlow, education; Howard Conquergood, political education; Kalmen Kaplansky, international affairs; Dr. Eugene Forsey, research; Norman S. Dowd, *Canadian Labour*; and Jack Williams, public relations.

The General Board learned that in 1955, the number of workers covered by collective agreements was 1,561,792. At January 1, 1956, the number of union workers was given in government reports as 1,351,652. This meant that 210,140 workers were enjoying the benefits of union organization without sharing the obligations of membership.

It had been found that "the number of workers covered by agreements went up very substantially between 1946 and 1955—almost 57 per cent". In spite of this rise it was noted that there are more than two-and-a-half million Canadians who are potential members—650,000 of them in classifications generally described as "white-collar" workers.

Considerable praise was given by the General Board to a document, "The Extent of Union Organization in Canada", prepared under the direction of Andy Andras, Assistant Research Director of the CLC. It was described as the most complete analysis of its kind ever made.

Future political educational programs of the CLC include a series of staff workshops, municipal affairs courses, and union opinion polls, prepared by the CLC's Political Education Department, the Director, Howard Conquergood, informed the Board.

Labour council political education co-ordinating committees have already been established in a number of centres, including Toronto, Winnipeg, Saskatoon and Vancouver. Eleven workshops and courses have been conducted. In the two months since establishment of the programs, 257 local unions and 26 labour councils have registered, and additional registrations are running 30 to 40 each week.

CLC President Jodoin and Secretary-Treasurer MacDonald will represent the

CLC at Executive Board sessions of the International Confederation of Free Trade Unions, to be held in Tunis. Kalmen Kaplansky and CLC Vice-president William Mahoney will join them to make up the CLC delegation to the general conference of the ICFTU, to be held early next month.

President Jodoin, it was disclosed in a Canadian Press dispatch while the Board was in session, and confirmed on a television interview, turned down a seat in the Senate offered to him in 1956.

### **Annual Policy Conference Held by Steelworkers**

At its national policy conference in Montreal, the United Steelworkers of America (CLC) decided to encourage "willing" locals of the International Union of Mine, Mill and Smelter Workers (ind) to return to the *bona fide* labour movement. The Mine, Mill Union was expelled from the former Canadian Congress of Labour on the ground that it was communist-dominated.

The two-day convention, held in Montreal at the end of April and attended by 319 delegates, went on record as favouring the CCF party as Labour's political arm, and urged the union's 72,000 Canadian members to work and vote for its election;

Brushed aside two resolutions urging more Canadian autonomy by substituting a motion of confidence in the "traditional and healthy relationship" between American and Canadian steelworkers;

Approved an approach to the Government about an automation conference; and

Mapped its collective bargaining program, which included continued efforts for shorter hours—a target of less than 2,000 per year—and wages equal to those in similar U.S. industries.

The convention also recommended in an emergency resolution that its more than 350 locals "make contributions of a minimum of \$1 per member per month" to the support of the more than 1,000 Steelworkers who went on strike at the Gaspé Copper Mines operations at Murdochville, Que., March 11.

It was noted by convention delegates that "hospitalization programs which have been developed under collective bargaining arrangements now must be reviewed in the light of legislation passed at Ottawa, and accepted by several of the provinces". In a resolution it was made clear that the Government plan "should be no excuse for employers to reduce their contributions" to employee welfare programs, which should be part of collective bargaining.

Strong endorsement was given at the convention to the proposition of having the

Canadian and Catholic Confederation of Labour join the Canadian Labour Congress. A resolution to that effect was unanimously approved.

The convention also favoured getting the federal Government to call a conference of government, management and labour to plan "the introduction of the Second Industrial Revolution".

The conference also requested: supplementary unemployment benefits, a shorter work week with the same take-home pay, general full employment, severance pay, retraining of displaced workers, control of industry location, and a lower qualifying age for old age security payments.

### **Unity of Textile Labour Needed, Convention Told**

Unity among the textile unions and proper protection of the industry through a government quota and tariff system would assure a great future for Canadian workers in the trade, William Pollock, international president of the Textile Workers Union of America, told 200 delegates, representing the 18,000 Canadian members of the union, at the third Canadian convention at Hamilton, Ont., last month.

Half of Canada's 83,000 textile workers, he noted, are organized either in the TWUA, the United Textile Workers of America, or the Catholic syndicates.

"If they achieved unity, either through merger or affiliation, they would be in a sound position to achieve their aims in better wages and working conditions for the industry," he said.

Mr. Pollock expressed the view that Canadian textile workers are tired of being "second-class citizens with wages 35 cents below the national industrial average of \$1.54 an hour".

He drew attention to the fact that in 1956 some 60 per cent of Canada's textile requirements were filled through domestic production. But he felt that a tremendous job still remains to be done in the textile industry.

"We must unite the organized and we must organize the unorganized if we are to wipe out the economic and social injustices that confront textile workers in Canada," he said.

The convention called the \$46-a-month old age pension inadequate, and demanded a minimum of \$100 a month with adjustments for increases in living costs.

It was also urged by the delegates that amendments be made to the British North America Act that would establish a labour code covering all industries; a \$1.25-an-hour minimum wage; and a 35-hour work week.

## **Unions Demand Exclusion Of Immigrant Printers**

A demand for the exclusion of all printing trades workers trying to immigrate to Canada until such time as those already here have been able to find employment was made by the Ontario Federation of Printing Trades Unions at a two-day conference in Ottawa last month.

A resolution on the same subject was adopted a week later at a week-end meeting in Montreal of the Ontario-Quebec Typographical Conference. The resolution protested the "indiscriminate" immigration policies of the federal and provincial governments, with particular reference to immigrants entering the printing trades.

Speakers at the Ottawa conference included Claude Jodoin, President of the Canadian Labour Congress, and Howard Conquergood, Director of Political Education of the CLC.

Bert Groves was elected President of the Federation, and other officers are: Thomas B. Osborne, Vice-president; Al Heritage, Secretary-Treasurer; and George Murray, Len Strange, Betty Whittaker, and Purdy Churchill, executive.

The Montreal conference also decided to protest delays in conciliation in both Quebec and Ontario. Briefs to both provincial governments were called for in a resolution adopted by delegates representing more than 5,000 members of the International Typographical Union in the two provinces.

Peter McCombe of Peterborough, Ont., was elected President of the Conference and Harry Walker of Brampton, Ont., Vice-president.

## **Carpenters' Ont. Council Holds Annual Convention**

A resolution proposing that a person would not be disqualified from unemployment insurance benefits if he declined a job which might cause him undue hardships, such as a job some distance from his home, was approved by the Ontario Council of the United Brotherhood of Carpenters and Joiners.

The Council, at its annual convention held last month in London, Ont., also approved a resolution calling for union-management contracts to provide apprenticeship wages equal to 50 per cent of journeymen rates, with increases every six months.

The majority of the 100 delegates rejected a revamped resolution which asked the Council "to swing its weight behind the Ontario Federation of Labour and other

labour bodies in their support of candidates who advocate endorsement of labour policies".

An earlier resolution from the executive urged that the Council "support the CCF party morally and financially". It was sent back to the Committee.

The Brotherhood was urged by Wilf Hoult, Council President, to seek a shorter work week.

Other approved resolutions asked:

That all medical expenses be exempt from income tax.

That carpenters be allowed tax exemptions for expenses of tools and overalls, similar to depreciation exemptions being granted on equipment for contractors.

That income tax exemptions be raised to \$1,500 for single men and \$2,500 for married men.

That all locals promote fair wage committees and protective bylaws in their municipalities.

## **Packinghouse Workers To Demand Equal Pay**

Equal pay for women, and longer vacations and more statutory holidays to offset the effects of automation in the Canadian food industry, will form the leading demands of the United Packinghouse Workers in contract negotiations next year. This was decided by 135 delegates, representing 22,000 Canadian members, at a convention in Toronto last month.

Spokesmen said that there was no differential between men and women in the United States packing industry, but that U.S. companies in business in Canada have a differential of as high as 20 cents an hour.

Considerable alarm was reported among the delegates about the disappearance of jobs and the reduction of short-time earnings as a result of automation in the food industry.

Other demands of the union will include: equal wage rates in the various plants of each company across Canada, an increase in the spreads between skilled and unskilled wage rates in order to re-establish a suitable relationship between them, the union shop, the use of the union label on all products, the end of the incentive system and the incorporation of the incentive bonus into the basic wage rate, time and a half for Saturday work, double time for Sunday work, and an off-shift premium of 15 per cent. The union will also demand a master contract covering all plants of an employer, where this has not already been gained.

## **ILO Director in Canada, V. C. Phelan Dies Suddenly**

The death occurred suddenly on May 6 of Vincent Cyril Phelan, one of Canada's most distinguished civil servants, at the age of 58 years.

Mr. Phelan died of a heart attack shortly after he had addressed a meeting in the Confederation Building, headquarters of the Department of Labour.

Few executive officers of the Civil Service have travelled as widely on government missions in Canada and abroad or represented his country so ably as did V. C. Phelan, who since 1949 had been on loan to the International Labour Office as its Canadian Director.

He entered government service in 1916 and joined the Department of Labour in 1920. He held a succession of important posts, serving several years as Assistant Director of the Employment Service of Canada, Director of Registration under the National Employment Commission in 1936-38, and Chief Employment Officer in the Unemployment Insurance Commission. In 1942, Mr. Phelan was appointed Director of Information in the Department of Labour, and served in this capacity until his appointment to the ILO.

Cyril Phelan served on a large number of departmental and inter-departmental committees and for several years was executive member of the International Association of Personnel in Employment Association (IAPES). He was elected President of

that organization in 1940 and was honoured by the award of its Citation of Merit in 1951.

As President of the Civil Service Federation from 1928 to 1947, Mr. Phelan repeatedly led delegations to wait on Prime Ministers, Ministers of Finance and entire cabinets to present briefs on behalf of the staff side of the Public Service of Canada. Possessed of vast knowledge of the Civil Service and its history, he was a keen and determined bargainer for higher salaries and better working conditions.

Mr. Phelan was born at Parkhill, Ont., and educated there and in Ottawa. He obtained a BA degree from St. Patrick's College, Ottawa, by attending night courses at the college.

In 1952, he spent six months in South America, making a survey and preparing a report for the Government of Brazil and for the ILO in connection with possibilities of immigration from Europe to Brazil. He also investigated the possibilities of establishing a public employment service in that country.

In 1952-53 he spent five months in Europe in connection with manpower administration and visited the United Kingdom, Belgium, Italy, Switzerland, West Germany, Sweden and France.

Since 1945, he was Canadian Representative at 15 conferences and committee meetings of the ILO.

In 1947 and 1948, he represented the Department in Europe, selecting displaced persons and other immigrants for settlement in Canada.

His civic service to the City of Ottawa included membership on the Ottawa Collegiate Institute Board and President of the Ottawa Vocational Guidance Association. In 1944 he unsuccessfully contested the mayoralty.

When informed of Mr. Phelan's death, the Hon. Milton F. Gregg, Minister of Labour, issued this statement:

"The news of the passing of my good friend Cyril Phelan was a great shock, as I know it will be to so many, many people not only in Canada but in many countries throughout the world. His contributions in the labour and employment field, not only in Canada, but internationally through his work with the International Labour Organization and its agencies will long be remembered. Possessing a most retentive mind and sound judgment developed through his years of experience with the federal Department of Labour, he was a most valued contributor at any meeting whether in Canada or abroad. He will be greatly missed".



Arthur Brown, Deputy Minister of Labour, paid this tribute to Mr. Phelan: "All of us in the Department of Labour where Cyril Phelan spent so large a part of his career are deeply shocked at the tragic suddenness of his death.

"To many of us he was a friend and associate of long standing. After he left the Department to take up the post of Director of Canada Branch of the International Labour Office, we worked closely together in matters of common interest in connection with the activity of that organization. Few Canadians had as wide a knowledge of national and international affairs, or as many friends and colleagues in countries all over the western world.

"Cyril Phelan left the Canadian Civil Service after more than 30 years only to become an international civil servant with the ILO. Since then he undertook a number of technical assistance missions for the ILO in other countries, which he carried out with distinction. In his international service he brought honour to himself and his country."

Claude Jodoin, President of the Canadian Labour Congress, said that Mr. Phelan's death will be "deeply regretted throughout the Canadian labour movement".

### **Was Railway Brotherhood Official, W. L. Best Dies**

Canadian railway labour lost a trusted counsellor and administrator, the national capital an able public servant, and, in a larger sphere, the Canadian nation lost an outstanding citizen in the death on May 9 of William Leslie Best, CBE, former Vice-president and National Legislative Representative of the Brotherhood of Locomotive Firemen and Enginemen. Death came to him suddenly in his 85th year.

Born at Westmorland, P.E.I., he entered the service of the Canadian Pacific Railway Company at Chapleau, Ont., as a wiper and locomotive fireman. He was then 18 years old.

Pride of craftsmanship and devotion to duty rapidly earned his promotion and by January 1900 he was the engineer in charge of some of its major "runs". He was one of the engine crew chosen for the Royal Train that conveyed the Duke of Cornwall and York (later King George V) across Canada in 1901.

To few men has been given the opportunity and the capacity to serve so actively and ably and in so many varied fields of human welfare as was vouchsafed to William Best.

At a testimonial dinner and presentation of the Brotherhood's Fifty Year Emblem to him in 1943 before a large assemblage,

representative of Government, Labour, Industry, and civic bodies, a cross section of his life of service was revealed in the program of the event.

He was initiated into the Brotherhood at Chapleau in 1893. He filled offices in the Chapleau local lodge until 1910, during which time he was Vice-chairman of the General Grievance Committee, B. of L. F & E., Canadian Pacific Railway System. On June 24, 1910, he was elected Chairman of Canadian Legislative Board and Dominion Legislative Representative; this title was subsequently changed to Vice-President and National Legislative Representative.

During the First World War Mr. Best served on the Ontario Commission on Unemployment, the Canadian Wheat Board, and the Ottawa Branch of the National Fuel Board. He was a member of the Board of Trustees of the Ottawa Civic Hospital and a Director and Treasurer of the Ottawa Association for the Blind.

He attended two International Labour Conferences in Geneva, the 6th conference (1924) as Technical Adviser to Canada's Labour Delegate, the 19th conference (1935) as Technical Adviser to the Canadian Government Delegate.

In recognition of such service, William Best was included in His Majesty's Birthday Honours List, June 2, 1943, when appointed a Commander of the Most Excellent Order of the British Empire.

When, to meet wartime exigencies in industrial relations, the National War Labour Board was created, William Best was Labour's representative on that body and remained a board member in its continuance as the Canada Labour Relations Board.

Quite apart from his service in state and labour areas was his devotion to the United Church of Canada, to which he gave of his time and talents as an outstanding layman.

A daughter, Miss Evelyn Best, is a member of the staff of the Legislation Branch of the Department of Labour and is Secretary of the Canadian Association of Administrators of Labour Legislation.

The Dominion Bureau of Statistics last month released *National Accounts, Income and Expenditure, 1950-56*, which provides the statistical detail of the main national accounts aggregates published earlier this year. It may be obtained from the Queen's Printer, Ottawa, at a cost of 50 cents.

## **Women in Labour Force Subject of New Booklet**

Publication of a new booklet entitled *Women at Work in Canada*, prepared by the Women's Bureau of the Department, has been announced.

The purpose of the new handbook is to give a factual account of the growth in numbers, the age distribution, the marital status, the occupations and the earnings of gainfully employed women in Canada. It contains also a brief description of the laws which effect women's work and some information regarding working conditions in selected industries.

According to the new fact book, a dramatic increase has occurred in the number of women in the Canadian labour force in the course of the past 50 years. In 1901 there were 238,000 women in the labour force, representing some 13.5 per cent of the total female population. By 1951 there were 1,164,000 female participants in Canada's labour force, representing 23.6 per cent of the female population.

During the past ten years, several changes have taken place in the labour force participation of women of different age groups. The most important has been the increase in the proportion of women in the 45 to 64 age group who are now in the labour force. These are mainly women whose families have grown up or whose home responsibilities no longer require full attention. Many of these have taken jobs for the first time.

The handbook is obtainable in both English and French from the Queen's Printer at 25 cents a copy.

## **Three Firms Reject Bid To Discuss Shorter Week**

Plans for obtaining a shorter work week with increased pay and improved fringe benefits, recently announced by the United Automobile Workers, will meet stiff resistance, John R. Bugas, Vice-president of the Ford Motor Company, intimated last month. In a speech which was one of a series sponsored by the Labor and Industrial Relations Center of the Michigan State University, although he avoided discussion of particular issues, he referred to the UAW pronouncement as "smoke-screens" and as part of the "softening up" process.

Although he described the economic outlook as good, Mr. Bugas said that there was evidence that "inflation is being fostered and capital formation discouraged by attempts of organized labour to seek wage and fringe benefits which the economy cannot safely absorb". Average hourly

earnings in manufacturing, he said, increased by 10 per cent between the middle of 1955 and the end of 1956, and he contended that increases of this size could not be absorbed through greater productivity. The result was what he described as "a wage-cost-price spiral, and not the reverse".

General Motors Corporation and American Motors Corporation in the United States last month rejected an invitation by Walter Reuther to six automobile companies to join with his union in a study of the question of a shorter work week.

Louis G. Seaton, a Vice-president of General Motors, said in a letter to Mr. Reuther that the union's proposal "means that you are actually seeking to begin negotiations nearly a year ahead of time on a demand which has already been established by your union as its 'next major goal'... Realistically, your proposal is not for the purpose of studying whether there should be a 'shorter work week with increased take-home pay' but rather a study of how and when." Mr. Seaton concluded: "We decline your invitation."

## **Will Featherbedding Hold Back Automation's Gains?**

Automation and other radical departures in industrial methods may be held back by make-work rules enforced by the unions, in the opinion of some industrialists. This fear that featherbedding practices may increase to such an extent as partially to nullify the benefits of new labour-saving methods is examined in an article by A. H. Raskin in a recent issue of the *New York Times*.

Union spokesmen, the writer says, ridicule these fears, and insist that labour welcomes improved technical methods, as long as there are adequate guarantees that their benefits will be fairly shared amongst workers, employers and the public.

So far, according to the article, it seems that complaints about featherbedding have come mainly from those industries in which such practices have been prevalent for half a century or more—railways, printing and publishing, the building trades, trucking, and the entertainment industry. U.S. Secretary of Labor James P. Mitchell is cited as being among those who believe that featherbedding is not likely to become a serious drag on productivity outside of these industries. He thinks that an expanding economy and an increasing scarcity of labour will in the future focus attention on ways of saving labour.

U.S. government officials are also of the opinion that the change to new methods will be gradual enough to allow time for

training displaced workers and to prevent the occurrence of any mass unemployment.

Even among management officials there is a strong difference of opinion as to the extent to which make-work practices at present interfere with efficiency. Some factory executives contend that productivity in manufacturing enterprises has been held back by at least 15 per cent. Many management engineers dispute this estimate, however.

"Measuring what men can reasonably be expected to produce, consistent with health and safety, remains a process in which the area of disagreement among experts often exceeds the estimated holdback," says Mr. Raskin. "Union time-study specialists note that the productivity of American factory workers runs well above that of workers operating identical machinery in most foreign countries."

Attempts to check featherbedding by legislation during recent years have included the Hobbs Anti-Racketeering Act, aimed at the Teamsters Union; and the Lea Act, intended to prevent the American Federation of Musicians from compelling radio stations to hire more musicians than they needed.

The Taft-Hartley Act, which made it an unfair labour practice for a union to "cause or attempt to cause an employer to pay or deliver or agree to pay or deliver any money or other thing of value, in the nature of an exaction, for services which are not performed or not to be performed", was a third attempt of the kind. Two decisions of the United States Supreme Court have, however, disappointed the hopes that were placed on the effectiveness of this provision.

The article mentions the findings of two manpower experts at the University of Michigan, Professors William Haber and Harold M. Levinson, who last year completed a survey of the building trades, which have been a frequent target of charges of make-work practices. These two men found that efficiency in construction trades had declined during the last 25 years, although there had been an improvement since World War II.

They also found, however, that there seemed to be no connection between lowered efficiency and the activities of trade unions. In cities where unions were weak the efficiency record was much the same as in cities where they were strong. Although the experts criticized some union policies as having the effect of swelling labour requirements unduly, in general they found that the record of the building crafts in permitting the use of new methods, and

in avoiding any calculated restrictions on productivity, was better than had been commonly believed.

The American Institute of Management, the writer remarks, recently pointed out that management seemed to be about as guilty of featherbedding as labour. The Institute said that 90 per cent of all companies seemed to suffer from featherbedding among executives. It mentioned as examples a case in which a bank merger left four vice-presidents without specific responsibilities, and another case of the "kicking upstairs" of a sales manager who could not get on with other departmental heads in his company.

"Despite manpower waste at the top and the bottom," the article concludes, "the economy is still setting records in corporate profits and employee earnings. If fears of unemployment can be permanently set at rest, real progress may eventually be made in squeezing some of the water out of our job system. Twelve years of post-war prosperity have provided a start toward such reassurance."

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### **If Automation Ends Job, Workers Provided for**

Financial help for employees discharged for technological reasons and arrangements to enable employees to move when operations are transferred between plants were provided in a new contract between the Pacific Coast Borax Company in California and the chemical workers' union in the plant.

The contract provided for a severance pay plan with benefit rates based on age and length of service and to range from two weeks' to 52 weeks' pay. Tied in with this plan is a supplemental unemployment benefits provision guaranteeing employees 75 per cent of their "applicable wage rate" when supplemental benefits are combined with state unemployment compensation.

Because the company is planning to transfer a substantial part of one plant to another, the contract also provides for an "integrated seniority program" under which the company agreed to give qualified employees from the former plant the first chance at new openings in the latter and to reimburse employees making the transfer for moving expenses.

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### **Earl Watson Dies**

Earl R. Watson, one of Windsor's best known labour leaders, and since 1945 President of Local 195, United Auto Workers, the unit at the Ford Motor Company of Canada, died on Monday, May 27, at the age of 61.

## **Blind Persons Receiving Allowances Decrease**

The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,297 at December 31, 1956, to 8,256 at March 31, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$733,571.32 for the quarter ended March 31, 1957, compared with \$740,780.44 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$15,384,972.33.

Federal expenditure for the fiscal year 1956-57 amounted to \$2,959,525.74, an increase of \$41,031.61 over the expenditure of \$2,918,494.13 in 1955-56.

At March 31, 1957, the average monthly allowance in the provinces ranged from \$37.38 to \$39.60. In all provinces the maximum allowance paid was \$40 a month.

## **Increase in Payments To Disabled Persons**

The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 30,716 at December 31, 1956, to 31,835 at March 31, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$1,900,306.28 for the quarter ended March 31, 1957, compared with \$1,840,299.93 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$13,251,797.87.

Federal expenditure for the fiscal year 1956-57 amounted to \$7,167,352.38, an increase of \$1,502,285.73 over the expenditure of \$5,665,066.65 in 1955-56.

At March 31, 1957, the average monthly allowance in the provinces ranged from \$33.94 to \$39.44. In all provinces the maximum allowance paid was \$40 a month.

## **Continue Hospital Grants Another Five Years**

Federal hospital construction grants will be continued for a further period of five years, it was announced last month.

Following is a text of Health Minister Martin's announcement:

"It was nine years ago that Prime Minister King announced to Parliament, on May 14, 1948, the inauguration of the National Health Program, in which, each year since then, grants totalling between \$30,000,000 and \$40,000,000 have been made available to the provinces for various important health purposes.

"The eighth single grant in the list of grants announced in the original program was an amount of thirteen millions annually for hospital construction purposes.

"In the first five years of the National Health program a total of over \$65,000,000 was voted by Parliament for necessary hospital construction.

"On the program's fifth anniversary in May 1953, I announced to Parliament the Government's intention to continue federal grants for hospital construction purposes for a further five-year period. From 1953 to the present time, Parliament has voted an additional \$34,000,000 for this purpose, as well as revoting unspent balances left over from previous years. In the nine-year period, from 1948 to 1957, the Government has therefore obtained preliminary approval for total grants exceeding \$100,000,000 to assist the provinces in the building of necessary new hospital facilities.

"Even though we have not reached the end of the second five-year period, I wish to announce that it will be the policy of this Government that federal hospital construction grants will continue to be provided for a further period of five years on a basis and on a scale similar to the program which has proved so outstandingly successful since 1948."

## **Claims No Real Shortage Of Engineers in U.S.**

There is no real shortage of professional engineers in the United States, in the opinion of George E. Kopetz, Vice-president of Blaw-Knox Co.

Writing in a recent issue of the *New York Journal of Commerce*, Mr. Kopetz says: "True enough, there are unfilled engineering needs in industry. However, these primarily are needs resulting from the diversion, waste and misuse of engineering manpower. The problem is not a fundamental shortage in terms of the crop of engineers harvested by the nation's universities, so much as in the distribution and use of the graduates.

"Our real problem is why so many engineers leave home, leave their chosen field and allow themselves to be sidetracked in less rewarding or less challenging roles. It is estimated that some 30 per cent of all graduated engineers, men who are some years removed from their university days, are walking the skid row of professional neglect. I mean they have surrendered to lower grade positions, to clerking, to routine, non-professional jobs."

This situation is contrasted by the writer with that which prevails in the medical profession, which "loses only 2 per cent of its harvested crop".

Other ways in which engineering resources are wasted, he said, include: the maintenance of "large pools of reserve engineers by certain segments of industry, particularly

those associated with large government-sponsored activities"; the "mass hiring of engineers for sheer numbers without regard to their individual future careers"; and "the pigeonholing of engineers in routine drawing assignments for long periods, diversion to so-called administrative work that is really glamorized clerking, adding more and more bread to the engineering work sandwich by increasing the repetitive and paper work".

Mr. Kopetz also mentions "the accumulation of 'engineering whiskers'—that is, continuing to do considerable spot and detail engineering of a repetitive nature that should have been standardized and removed from the engineers' work load."

He blames management for neglecting the training of engineers. With regard to salaries he says: "For many years there was a prevailing complaint that although engineers were often recruited with attractive starting salaries, a decade later would find them not far advanced in the income scale. This complaint is no longer as valid as it used to be, but there is still some disposition to take engineers for granted once they are on the payroll and forget that they need and respond to incentives and increased rewards just as others do."

This businessman's view finds corroboration in a speech recently delivered by John Taft, Vice-president of the Engineers and Scientists of America, at a special conference on labour relations held in Chicago by the American Management Association.

According to estimates, he said, there are now between 500,000 and 600,000 engineers employed in the United States, amounting to nearly 1 per cent of the total work force. This mass employment has injured the engineers' professional standing. They are looked upon by many employers, he said, as technical jacks-of-all-trades, they are used for the wrong kinds of jobs, and are subject to galling supervision. They often have to work in noisy, badly lighted and poorly ventilated quarters.

In the matter of salaries, he said that although starting rates are at a record level of \$450 a month, the fact remains that the vast majority of competent professional engineers are getting salaries that are very little higher than the starting rates. A man with from 15 to 20 years' experience makes considerably less than twice the starting rate. He pointed out that fewer than 10 per cent of the engineers make more than \$10,000 a year; and he compared this with journeymen-craftsmen's wages, which in several large cities run to more than \$7,500 a year, not including overtime.

Mr. Taft mentioned some of the collective bargaining aims of the engineers, which include: suitable salaries, ensured by job and salary evaluation plans; merit increases; premium pay for overtime; tuition refunds and leaves of absence for advanced training to increase proficiency; negotiation regarding working conditions and fringe benefits, as well as such special matters as patent assignments, patent awards, and bonuses; and the provision of a vehicle of communication between engineers and management in order to improve relations between the two.

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### **Says Older Workers Found More Efficient**

Older workers are more efficient in the work they are doing than their younger colleagues, in the opinion of Dr. L. F. Koyl, of Toronto's Sunnybrook Hospital.

The older worker, Dr. Koyl says research has shown, takes less time to do the same job, his reliability is greater, and he knows his work better.

Dr. Koyl's findings are supported by Dr. W. G. Scott, National Employment Service, Toronto, who says:

"People age differently. Some men are old at 50. Some are young at 80. It is impossible to take chronological age and say, 'this man is no longer useful.' It is better to take his physical and psychological age."

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### **Apprenticeship Opened To Older Ford Workers**

A plan designed to enhance job opportunities for older production employees has been signed by the United Automobile Workers and the Ford Motor Company in the United States.

It permits older workers to apply in the company's apprentice program, previously open only to employees between the age of 18 and 26. Employees with more than 90 days' employment, if accepted for apprenticeship, are also entitled to company-paid classroom instruction.

A UAW spokesman said the plan will help to alleviate the present shortage of trained personnel, expected to grow more acute as automation progresses.

Mrs. Flora H. Glen, a member of the editorial staff of the *LABOUR GAZETTE* for the past eight years, retired last month.

Mrs. Glen had been in the Canadian government service for approximately 20 years, mainly in research and editorial work. She has now taken up residence near London, England.

## **Housing Starts Decline In First Four Months**

Fewer starts on new residential dwelling units were reported in the January-April period this year compared with last, according to advance figures. Completions were also down from a year earlier, as were the number of units in various stages of construction at April 30.

Starts in the four-month period declined to 15,709 units from 24,874 in 1956's corresponding period, completions fell to 31,656 units from 34,784, and units under construction at April 30 numbered 53,329 compared with 68,071.

In the United States, non-farm housing starts rose to 92,000 units in April, the U.S. Department of Labor's Bureau of Labor Statistics reported. Although 11 per cent higher than in March, this total was the smallest number of dwelling units started in April in any year since 1949 and was down 17 per cent from a year ago.

At the end of the first four months, housing starts for 1957 were running 17 per cent behind a year ago and at the lowest level since 1949. The current January-April total of 303,000 new houses and apartments included 287,600 private and 15,400 public units.

## **British Railways Face "Diesel Issue" Too**

The manning of diesel locomotives is a subject of dispute between railways and railway unions in the United Kingdom, as it is in Canada and the United States. The British Transport Commission, arguing from experience on electric trains, says that one man is enough to drive a diesel train. The unions have protested about the possible danger to the public in having only one man in the cab. The Associated Society of Locomotive Engineers and Firemen fear the loss of a large proportion of their membership if the Commission's plans go through.

However, the ASLEF and the National Union of Railwaymen have discussed the matter privately, and are expected to resume negotiations with the Commission soon.

As regards the non-operating employees the Commission have agreed as far as possible to find jobs in their present districts for those who become redundant owing to the introduction of plans for reducing labour. Those who are transferred to less well paid posts will keep their original rate of pay for three years, subject to certain conditions. It has been stated that British Railways will live up to their reputation by offering jobs to everyone affected.

Speaking at the General Federation of Trade Unions' conference recently, W. P. Allen, Manpower Adviser to the British Transport Commission, said: "Unless the present day total of 570,000 railway staff is reduced by 10 to 12 per cent in the next 15 years we cannot hope to revitalize the railways and make them an economic proposition."

## **Canadian Profits Average 5.8 Cents of Sales Dollar**

Profit on the sales dollar in Canadian manufacturing industry in 1956 averaged out at 5.8 cents, L. H. Doering, Chairman of the Public Relations Committee of the Canadian Manufacturers' Association, reported last month.

This figure was 0.1 cents lower than the profit figure for 1955 but 0.6 cents higher than for both 1953 and 1954, when the figure was 5.2.

Mr. Doering's report was based on a nation-wide study by the Association of the breakdown of manufacturing industry's sales dollar. The survey broke down the profits even further by showing that 2.2 cents of 1956's sales profit were paid out in dividends, while 3.6 cents were ploughed back into the business.

Other pertinent figures established by the study were: federal and provincial income taxes in 1956 were 4.4 cents out of each dollar of sales; the number of shareholders in the companies responding to the questionnaire, 572,940, was higher than the number of employees, 436,981; total investments of the 1,023 companies amounted to \$5,726,682,000; of the companies replying to the questionnaire, 104 reported a loss on their year's operations.

The survey was based on replies from 1,023 member companies which had net sales of well over eight billion dollars.

The study was the ninth consecutive annual survey by the CMA.

## **Old Age Assistance Total Down in Fiscal 1956-57**

The number of persons receiving old age assistance in Canada decreased from 90,488 at December 31, 1956, to 89,907 at March 31, 1957.

The federal Government's contributions under the federal-provincial scheme totalled \$5,075,855.53 for the quarter ended March 31, 1957, compared with \$5,124,703.00 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$103,880,645.58.

# Professional and Technical Manpower

Supply and demand of professional manpower is subject of series of 11 broadcasts in Department's weekly "Canada at Work" radio program

The supply and demand of professional manpower formed the subject for a series of 11 broadcasts in the Department's weekly "Canada at Work" radio program that has just concluded. The broadcasts, heard over 66 stations from coast to coast, were delivered by government officials, spokesmen for professional associations, educational authorities and business executives.

The first talk was broadcast during the week beginning March 31; the final one, during the week beginning June 9.

Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour, was the first speaker. Under the title, "What Does a Shortage of Professional Manpower Mean," he gave a general introduction to the subject of the shortage of professional manpower, with a statistical background, and described the past, present and estimated future of the problem.

The other speakers and their subjects were:

Dr. Garnet T. Page, General Manager and Secretary, Chemical Institute of Canada, "Have We Enough Science Teachers in Our High Schools?"

Dr. C. T. Bissell, President, Carleton University, Ottawa, "The Needed Expansion of University Training Facilities".

W. F. McMullen, Engineering Personnel Manager, Canadian General Electric Co. Ltd., Peterborough, Ont., "We Can't Afford to Misuse Our Engineers".

Richard Scott, Manager, Industrial Relations Department, Canadian Aviation Electronics Ltd., Ville St. Laurent, Que., "New Tools for Technicians".

H. H. Kerr, Principal, Ryerson Institute of Technology, Toronto, "The Engineering Technologist".

W. H. Evans, Chairman, Special Committee on Education and Manpower, Canadian Manufacturers' Association, "Industry's Role in Producing Professional Manpower".

Dr. F. T. Rosser, Vice-president (Administration), National Research Council, "Canada's Position in the World of Professional Manpower".

Dean Geoffrey C. Andrew, Deputy to the President, University of British Columbia, "Is a University Degree Important?"

Prof. M. D. Parmenter, Director, Guidance Centre, Ontario College of Education, University of Toronto, "Vocational Guidance is the Key to More Professional Manpower".

Dr. O. M. Solandt, Vice-president, Research and Development, Canadian National Railways, "The Importance of Scientists in the Development of Canada".

Digests of the texts of the first five broadcasts are given below. Digests of the texts of the remaining six will appear in the July issue.

## What does a Shortage of Professional Manpower Mean?

Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour

"This talk will briefly review some of the problems arising from the shortages of professional and technical manpower in Canada, seek to explain the reasons for these shortages, and take a look at the outlook and some of the problems of training associated with this group.

"Many kinds of professional manpower have been in short supply in most years since the end of the war. Engineers and scientists have been almost continuously in short supply for many years. Demand for many other kinds of professional people, although not quite so insistent, has also been generally greater than available supplies.

"One of the characteristics of professional manpower is that machinery and equipment cannot be substituted for their services. This means that shortages of professional manpower have serious effects on the operations of organizations that heavily depend on their services."

In a survey last year of industry, universities and government agencies by the Department of Labour and the National Employment Service to ascertain the extent of shortages of professional manpower and their effects, one-half of the business enterprises reported shortages, Dr. Dymond said. Reporting on the effects of the shortages, the majority of those questioned reported

cutbacks in production and expansion plans and others reported curtailment of development and research activities, the overloading of professional personnel, the necessity of filling positions with inadequately trained personnel, and a potential shortage of future executives.

"Colleges and universities indicated that the major effects of shortages were increases in teaching loads, limitation of expansion plans, curtailment of research activities, and the hiring of unqualified teachers."

One basic cause of the shortage of professional personnel in Canada is that the number in the college-age group has been remarkably constant over the past ten years—about 950,000—at a time when the Canadian economy was undergoing a record expansion, he declared.

"Any increase in the number going to college has basically resulted from increases in the proportion of our young people going to university," Dr. Dymond pointed out. In 1946, a little more than five out of one hundred of college-age youth attended university while in 1955, almost eight out of one hundred went to college.

"Immigration has constituted the other important source of professional manpower for Canada since the war. In the first five years of the post-war period emigration of professionals exceeded immigration, so that the net loss of professionals was about 3,000 in these years. In the past five years we enjoyed a much better record: a total of some 36,000 professionals immigrated to Canada, and when emigration is subtracted we enjoyed a net gain of about 19,000 during these years. This was particularly important during these years when there was a falling off of graduations after most veterans completed their training, so that the total supply of professionals remained relatively constant.

"Graduations from the universities reached their low point in 1955 and since then have risen, and will continue to increase, as the larger numbers in the college-age group enter university. Shortages of professional manpower were particularly acute in 1956 because we were at a very low point in university graduations at a time when the Canadian economy was undergoing a record expansion.

"It is difficult to envisage a situation in which shortages would be much more intense than at present, and while it is expected that requirements will exceed supplies for some years yet, the unfavourable balance will likely ease somewhat in the next few years."

The requirements of professional manpower will differ a great deal from one

profession to another, Dr. Dymond continued, so that he could present only a broad outline.

"Professionals are an ever-increasing proportion of our labour force, which is itself growing. In 1931 professionals made up about 5.4 per cent of the labour force, and in 1956 they made up about 7 per cent. This means that, with a growing labour force, the number of professional workers has almost doubled in a 26-year period. If these trends continue in the future, we can expect a 50-per-cent increase in our requirements for professional workers over the next decade, as contrasted to a 40-per-cent increase over the past decade."

There are currently about 400,000 professional workers in Canada, he said, and the growth trends of the past suggest that we will need at least 200,000 in the next ten years. "The rate of increase in requirements for some kind of professionals will be a good deal higher than 50 per cent."

The Department's survey found that the average net annual increase in requirements for various professional groups from 1956 to 1958 was forecast as: for all engineers, 11.4 per cent per year, varying from 6.5 per cent for mining engineers to 17.4 per cent for aeronautical engineers; for all scientists, 9.8 per cent, varying from 7.5 per cent for biologists to 10.5 per cent for chemists; for commerce and business administration graduates, 13.5 per cent.

"It is not likely that these rates of demand will continue over too many years. For example, if they did continue for very long, engineers would make up about 25 per cent of our labour force by the year 2000," Dr. Dymond stated.

Turning to the outlook for the supply of professional manpower, he cautioned that it was hazardous to look very far into the future because a great deal depends on how many youth decides to go to college and how many immigrants with professional training can be expected to come to Canada.

Economics and Research Branch estimates suggest that over the next five years, compared with the past five, there may be little change in the supply of immigrants with professional training and about the same number of university graduates.

Dr. Dymond explained that little change in the number of university graduations is expected because in the years 1951 to 1955, graduations were declining from a peak, whereas in 1956 to 1960 they will be climbing from a trough. "This suggests that shortages will persist over the next five years," he said. In the subsequent five years, 1961 to 1965, while immigration may decline, university graduations will increase "considerably".

"Although requirements are growing all the time, supply and demand should be in somewhat better balance after 1960."

Turning then to the problems surrounding the training of professional and technical manpower, Dr. Dymond stated that part of the shortage of professional manpower results from the lack of adequately trained technicians, which has meant that professionals have often had to do work that would be done by competent technicians, were they available. The growing demand for technicians has been met in part of immigration and by the development and expansion of education institutions such as the Ryerson Institute.

"Competent technicians usually have to be high school or technical school graduates because of the background of mathematics and science required. In addition, a fully trained technician needs two to three, or more, years of specialized training and work experience beyond high school."

Industry is now stepping up its training of technicians, he continued, and some provinces, such as Ontario, are now making plans to provide more adequate training facilities for them.

"A key factor that will hamper the development of adequate supplies of scientists and engineers in future years is the serious shortage of qualified teachers of science and mathematics in the high schools.

The mathematics and science teacher provides a seed-bed from which our future scientists and engineers flower. If qualified and interested students are not provided with an adequate background in maths and science in high school they are not likely to be equipped to undertake the rigorous training in science and engineering in university. The qualified science and mathematics teacher helps to identify and foster an interest in these fields on the part of youngsters.

"Persons with adequate qualifications in the fields of science and mathematics are often pulled out of the educational field by more attractive opportunities elsewhere. Unless an adequate flow of high school teachers in these subjects is provided, the very foundation on which much of the development of technical manpower in Canada depends will be further weakened."

The development and expansion of institutions of higher learning is a major problem, he went on. As recent constructive steps in this direction he cited the National Conference of Canadian Universities (L.G., Dec. 1956, p. 1526) and the doubling of federal per capita grants to universities.

In conclusion, Dr. Dymond pointed out that Canada is not alone in facing problems of shortages of professional manpower and that the problems, in many respects, are very similar in other countries.

## Have We Enough Science Teachers in Our High Schools?

Dr. Garnet T. Page, General Manager and Secretary, Chemical Institute of Canada

Through the large number of meetings held last year to discuss the many factors contributing to the present need for more professional workers have run four main threads of agreement.

The four points of agreement are:

1. Canadian universities and colleges are, in general, able to handle their share of the responsibility for the education and training of the university graduates we require. The major need is an adequate supply of money to allow them to recruit and pay their instructional staffs and to enlarge their facilities.

2. As long as we have an expanding technological economy we will continue to require more scientists and engineers. "The state of requiring such personnel is an indication of national health, and even though we may call it a 'shortage' it should not be construed as a cause for panic." Those who require these trained men should face up to and assume the new

responsibilities connected with this condition, pre-eminent among which are a greatly increased amount of financial support for universities and a recognition that the career of a scientist or engineer must provide adequate incentives and rewards, Dr. Page advised.

3. The present apparent shortage of certain types of trained personnel could be alleviated in some measure by a more efficient utilization of professional manpower and the employment of technicians to relieve them of non-professional "chores".

4. The elementary and secondary school system needs a thorough examination and strengthening. "We are in great need of more teachers... In particular, we need a system of primary and secondary school education that will identify and inspire our future specialists in all the fields of higher learning, that will instil the discipline of study and thought in our young people, and that will do more for them than provide

the mechanics whereby they may pass a set of departmental examinations. As the employers of teachers, the Canadian public must remember that, in order to attract sufficient numbers of the best people to this profession, the career of teacher must also provide adequate professional and financial incentives and rewards.

"The principal reason for our changing manpower needs appears to be the increasing application of the techniques of automation to our economy. Automation brings with it a greatly increased responsibility for management to plan manpower requirements with regard to both technical personnel and labour. Adequate planning will, in large measure, avoid the serious social and economic dislocations which have occurred as a result of some earlier industrial revolutions. Plans for the numbers, skills, and professional qualifications of future manpower requirements should be made far in advance, and particular attention should be paid to the possibility of training potential technicians and management personnel from among those now employed."

The rate and extent of the adoption of automation "does not appear to depend so much on available capital and related factors as the availability of well-trained management personnel, scientists, engineers and technicians".

While we cannot yet see the exact nature of the changes that are taking place in the machines and processes of industry, "the phases of the industrial and scientific revolutions through which we are now passing require a marked upgrading and a higher degree of flexibility of the labour force. It lays special stress on the full development of high-level talents".

Recent predictions and projections of the number of skilled persons Canada must produce within the next 25 years are "almost terrifying". Even now almost all our schools and universities are having great difficulty in recruiting professional teachers; about 75 per cent of industry is experiencing the same problem.

"We look to our educational systems for solutions to most of these manpower problems because, in the present manpower situation, Canada has a particular need for trained abilities at a high level. This need has a new urgency, partly because of the current demands of industry and business and partly because many schools have tended to neglect the full education of their pupils.

"Canadian schools are clearly obligated, in the light of our manpower needs, to intensify their search for means whereby

waste of talent can be reduced. It must never be forgotten that the best development of the talents of every boy and girl is the prime concern of our educational system."

Over the next five years, very little can be done about our supply of personnel except to make the best of what we have. In the next 10 to 50 years, however, we are faced with the necessity of taking some action to strengthen our primary and secondary school systems.

"We need a system of primary and secondary school education that will serve to inspire and identify our future specialists in all fields of higher learning, and that will instil the discipline of study and thought in our young people.

"It has become obvious that the great impact of modern technological progress demands that immediate action be taken at the pre-university level, to ensure the best possible teaching of science and mathematics. It has become equally obvious that the high school teachers of science and mathematics are the key to many of our long-range problems of professional manpower.

"Canada has the manpower; but they must be identified, inspired and educated."

Recent studies indicate that Canada's requirements for professional manpower will double over the next 20 years and also that the university-age population will probably double during the same period. "However, there are certain limiting factors that must be considered before assuming that our requirements for professional personnel will be supplied automatically." Among these factors Dr. Page listed:

1. A recent tendency among our high school population to shy away from proceeding to a university or technical school education in pure or applied science. "One of the main reasons for this is the lack of sufficient number of properly qualified high school teachers of science and mathematics, and a lack of methods for upgrading the quality of teaching by those who may find it necessary to teach these subjects. This condition leads to an almost complete absence of one of the most important functions of the high school teacher of science and mathematics—that of identifying and inspiring our future scientists and engineers."

2. We have received a very low proportional net increase in population from immigration in the very professional classes in which our shortage are most acute.

3. Our university and technical school facilities have very definite limitations today and cannot accommodate any sizeable

increase in student enrolment and maintain educational standards without a considerable expansion of teaching staff, accommodation and equipment.

4. In general, Canada is not yet making the most efficient use of its present supply of professional personnel.

Turning to solutions to the problem, Dr. Page said that undoubtedly the most important single answer was money, both for higher salaries and added facilities. While higher salaries may attract a larger number of scientists and engineers to high school teaching, there are many other factors to be considered: better preparation of teachers, reduced loan for teachers, improved prestige for teachers, financial assistance for teacher training, improved curricula and courses, better facilities for teaching, methods of upgrading the efforts of existing teachers, and effective utilization of qualified teachers.

## The Needed Expansion of University Training Facilities

Dr. Claude T. Bissell, President, Carleton University, Ottawa

"Do we have a sufficient number of students in our universities to meet Canada's increasing need for professional manpower?"

There are now in Canadian universities in the neighbourhood of 75,000 students, Dr. Bissell said, and all of those who graduate will be quickly absorbed into business, industry, government, the church, the school, and the universities themselves. In all professions, and especially in engineering and in teaching, the gap between what we have and what we need will be great.

"This gap is likely to continue. What can we do to close this gap as quickly as possible?"

On the basis of "some sober statistical analyses" the present total of 75,000 students will double in 10 years time.

"Now will natural forces look after the need for an expanded university population and eventually solve our professional manpower shortage? Some experts are doubtful of this. At the recent conference on scientific, engineering, and technical manpower, held at St. Andrew's, some bold projections into the future were attempted (L.G., Dec. 1956, p. 1520). This conference came to the conclusion that if we were to graduate a sufficient number of engineers and scientific and technical personnel to look after the needs of our growing economy, and to maintain some sort of equality with the United States and Russia, we should have to increase our university

In conclusion, Dr. Page urged the universities, professional societies, industry, the teachers themselves and the general public to co-operate with provincial and local authorities in developing plans to assist the primary and secondary schools to make an adequate contribution towards:

1. Supplying Canada with the well-trained engineers and scientists that are required.

2. Offering the type of instruction that will inspire those with the required aptitudes to go on to university or to technician-training institutes.

3. Providing all secondary school students with an opportunity for a more intelligent understanding of the world in which they live.

4. Providing all secondary school students with the fundamental knowledge required to earn their living in a technological age.

population by the year 1980 until it reaches 375,000 or even 490,000, which, as you can see, even at the lower figure is five times the number of students we now have enrolled.

"The universities, as at present constituted and financed, are in no position to receive and to train the flood of students who will be coming to them in the next few years and whom society dearly needs as graduates. What are the universities going to do about it? Or, to put the question in its more rational form, what is society going to do about it?" Dr. Bissell asked.

Answering the first question, Dr. Bissell went on to say: "They could, of course, say—and with good reason—that they propose to maintain the *status quo*; that they have quite as many students now as they can handle; and that the only solution is to cut off applicants at, shall we say, the top 25 per cent, or whatever percentage is required to fill the available vacancies.

"But the universities are not taking this inflexible attitude. They are drawing up careful plans to meet the coming crisis in numbers. All across this country the universities have set up planning committees that are laboriously gathering facts and expressing them in terms of educational needs. Never, I think, in the history of education in Canada have the universities been so keenly conscious of the future and of what they must do to prepare for it."

Planning for the future, Dr. Bissell said, fell into two parts. The first concerned physical needs for classrooms, laboratories, offices, residences, heating plants, etc.; and the second, the need for increased teaching staff. The physical equipment of the universities had been allowed to fall behind even the needs of current enrolment owing to the gap in building that occurred during the war.

"All across Canada at the present time universities are resorting to bold, but unsatisfactory improvisations to meet the crisis which is already creeping up on them," he continued.

"The enormity of the task before them has not, however, induced in the universities Napoleonic designs. They are planning for simple, functional buildings that, without the sacrifice of the grace that should belong to halls of learning, will do the job in the most economical and efficient fashion.

"Providing the buildings is not, however, the main problem. Bricks, mortar, steel already exist. But the human problem is less easily solved," Dr. Bissell said. He pointed out that while there are at present a little more than 6,000 full-time members on the academic staffs of all Canadian universities, it is estimated that 10,000 is the minimum that will be needed by 1965.

To provide for the increase of about 4,000 was a tremendous problem. The universities' staffs were not created overnight, and they could not be secured "by sending good prospects to colleges of education for a summer course," he said.

"Unless these people are already in graduate schools, or will be going there immediately, then it is difficult to see where we will be getting our staff from. All we can do at the present time is to make sure that as many as possible of our superior students are persuaded to go into graduate work, with the ultimate intention of preparing themselves for the academic professions.

"The problem here is, of course, to provide sufficient inducement for these prospective teachers. It is, I think, now widely known that the remuneration for university teaching is not excessive; indeed, the salaries of university teachers have fallen far behind the levels of comparable professions. It will become increasingly difficult to persuade young men and women to enter upon an academic career unless they have some assurance of an economic return that will enable them to play a full and effective role in society."

The speaker said that he did not want to suggest that the provision of adequate

sums of money will adequately solve all university problems, "but it will provide the basis for the eventual solution of most of them".

Answering his second question—"What is society going to do about this problem?"—Dr. Bissell said that the universities have done their part in taking forethought for the future and in giving warnings about the outlook, and they "must now await an adequate response from society".

There were some indications that the response was coming, he thought. "The chief advances have come on governmental fronts. The federal Government has doubled its grants to universities and has made available in the recent legislation for the Canada Council a sum of \$50,000,000 to be distributed to universities for capital needs in the humanities and social sciences. Provincial governments across Canada are also awakening to their responsibilities and are shouldering their burden with varying degrees of alacrity.

"But I do not think that government action alone will be sufficient to give universities the strong, central position in our society that our cultural and economic health requires." This was not a depressing fact, he added; rather it was a challenge and an opportunity.

Referring to possible undesirable effects of undue concentration by the universities on professional training—to the danger that "the professional aim will demand an emphasis upon a narrow utilitarian point of view, upon certain specialized techniques, so that the university ignores its task of expanding the mind," Dr. Bissell said he didn't think this was an inevitable conflict. "After all, universities from their earliest beginnings have welcomed professionalism. The medieval European universities prepared for three major professions: law, medicine and the church. The modern university has simply added to the list."

However, he added, if the university professional course becomes solely a training in technique and practice, then it can be done better and more economically elsewhere: for instance, in technical institutes. "And if some universities refuse to accept additional professional courses they should not be accused of shirking their proper work. There is after all a limit to the load they can bear, and their major responsibility is to provide instruction and to encourage research in the basic disciplines of the humanities, the social sciences, and the physical and natural sciences. If they fail in this they fail in their major task; and they also fail in their responsibilities to the professions."

## We Can't Afford to Misuse Our Engineers

W. F. McMullen, Engineering Personnel Manager, Canadian General Electric Co. Ltd.

"One of the many complex problems facing industry today, and one which will increase in difficulty over the next decade, is that of the proper utilization of its varied manpower skills. Scientists, professional engineers, and engineering technicians of various levels of competence must be integrated into industry with a minimum of overlap and wasted effort.

"The integration must make full use of the abilities of each, and provide challenge and stimulation for achievement for each one. This means that the work each one performs should provide him with a sense of purpose in that his work, whatever his level of competence, should appear to him and his company to be important and significant."

Clearly defined objectives must be established by industry, Mr. McMullen said, and from this an organization developed that is capable of making the fullest use of manpower available.

"Once such objectives have been established, then the work to be done can be determined, and grouped within the organization structure in such a way that each position is clearly defined and the qualifications of the individual to fill such position become clear. This should eliminate overlaps and enable the individual to see clearly the scope and significance of his job."

Mr. McMullen noted that while definitions for a scientist and an engineer were remarkably similar, their training, in most instances, was quite different. "In Canada, scientists are usually developed through the Honours courses in Physics, Chemistry, Mathematics, etc., with stress on the basic laws and fundamentals. Engineers graduate from engineering colleges with stress on these same laws and fundamentals, too, but with the practical applications of such science to modern industry in mind."

Mr. McMullen pointed out that this view may be a too-simplified one. "However", he said, "in Canadian industry, scientists are used primarily in the areas of development and research on new products and new processes. Engineers, and by this term I refer to professional engineers, who have either graduated from an accredited university in engineering, or been granted equivalent standing by a professional registering body, are used in a wide range of occupations."

Engineers, Mr. McMullen said, had tended to be successful in areas other than that for which they had been specifically trained. Their logical approach to problems, he said, had taken them into other fields.

"Some engineers may enter the executive, managerial, and government areas, and while their technical qualifications may not be fully utilized, nevertheless they are not wasted, since other abilities have come to the fore that have been developed by their engineering training.

"In any engineering design department there are different levels of jobs: first, the creative and developmental, which require the best talents of the professional engineer; second, those which require a good level of technical competence, but nevertheless are somewhat repetitive and involve working from established precedents—such are the jobs in which engineering technicians can make their great contribution; and third, there are the jobs of a clerical or routine calculating nature which can be handled by a clerical staff."

There are, however, many engineers who gravitated into lower category jobs and many who still remain doing sub-professional work, which was frustrating, wasteful of manpower, and expensive, he said.

Turning then to technicians, Mr. McMullen said it was generally understood that they worked on engineering work but not on the level requiring the educational qualifications of the professional engineer.

"In some industries, technicians perform as highly skilled trades, and as such can be trained only in that industry; one such example is the pulp and paper industry. Others may conduct tests, experiments and other highly skilled manual work under the direction of a scientist or engineer. Such technicians must usually have sufficient technical competence to understand the reasons for and purposes of such operations."

Referring to his own industry, electrical manufacturing, Mr. McMullen said technicians were working in the areas just described but, in addition, they have gone into the engineering function, where they are working on design and development problems along with professional engineers. "The level of work assigned to them is limited only by their ability and technical

competence. This has freed our engineers from much sub-professional work and has enabled them to handle more, and effectively, the work of a more complex and creative nature."

Just as engineers are utilized in marketing and manufacturing as well as engineering, so the technicians, too, have a real use in the same fields. They are used on methods, time standards, processes, quality control, etc., he said. "In marketing they are capable of much semi-technical work and can even be used in sales engineering on products that do not really require a professional sales engineer."

Mr. McMullen offered suggestions as to where industry could look for assistance in finding technicians other than recognized technical institutes.

Certain classes of technicians could be trained only in industry. "These normally come under the heading of apprenticeships and provide a means of training young high school graduates—usually from Junior Matriculation level—in the specific requirements of an industry. Each major industry has its own particular skills, and they can be taught only by practical in-plant training, amplified by some additional classroom courses arranged in conjunction with local educational institutions.

"However, industry can also augment the numbers of technicians that are normally obtained from technical institutes and help itself by other means. By setting up more general industrial training internally and making full use of extramural activities such as night school classes, an additional source of technicians is available.

"Such trainees may either be obtained directly from the high school graduating classes, of which, for a variety of reasons, many do not intend to continue their formal education; or from those who enter universities or technical institutes, and who drop out for financial, lack of interest, or other reasons; or from immigrants from European countries and the United Kingdom, where certain courses of study either at the National Certificate, or equivalent levels in Europe, enables them to fit in very well."

The introduction of a Grade 13 (Technical) in Ontario, Mr. McMullen said, "will provide an incentive for many students to continue their technical education, and assist industry by providing a source of manpower with a higher level of competence and undoubted interest, who will progress rapidly once they gain practical experience".

Referring to his own company's efforts at Peterborough, Ont., Mr. McMullen said they had selected a number of promising students from district high schools and obtained the services of a competent instructor during the summer months to teach them the fundamentals of electricity. Over a period of eight weeks, working about 40 hours a week, including lectures, plant visits, quizzes and a weekly examination, they completed their initial studies. They have been indentured as apprentices and are now on a rotational program within the plant, and are continuing their studies at night school on the advanced technical evening class work. At the end of four years they will have reached a certain level of competence and be classed as engineering technicians.

"The proposal by the Association of Professional Engineers of Ontario for a system of registration of technicians under various grades (L.G., Feb., p. 131) will provide incentive and encouragement for students entering this field to become ever more competent and to continue their development."

Probability of technicians entering the engineering profession by examination, he said, was being stimulated. His company, at its Peterborough and Guelph plants, had set up classes which would cover most of the examination requirements for professional registration.

"By working with local educational institutions, and drawing instructors from our own staff, other local industries, and local schools and colleges, we can cover the required work in about five years, with three sessions per week, in evenings and Saturday mornings. Candidates must have certain minimum qualifications—normally Senior Matriculation—and as an added incentive we will refund all fees for successful examination results.

"Industry has a continuing responsibility in assisting vocational guidance directors of our schools by putting the case clearly as to its needs; by participating in career days, arranging plant tours and visits, and helping community projects aimed at stimulating further education. Our motives should not be selfish, but guided by the principle that what is good for Canada, is good for industry. We must effectively use all our talents, and there is a place for everyone, if he or she is motivated and guided into a suitable career. Note that I said guided. I am convinced that, with proper encouragement and example, we can overcome our current shortage of technical manpower; but it is going to require effort, and co-operation from everyone concerned."

## New Tools for Technicians

Richard Scott, Manager, Industrial Relations, Canadian Aviation Electronics Ltd.

"You and I live in a world of tools."

Tools help us to do things we could not do otherwise, to gain new and desirable objectives. "Your automobile is a tool which allows you rapid transportation from one place to another. When you drive, you don't really make the car go; the engine drives the car but you direct it so that it does what you want it to do and does not disobey traffic regulations. You are the pilot and you require knowledge, judgment and skill.

"While our tools have progressed with science so that they require somewhat less manipulative skill in using them, the knowledge and judgment required have increased many times. The new tools of today make the skilled operator of yesterday look, act and feel like a helpless amateur."

Mr. Scott gave examples of the uses of tools to indicate that knowledge, judgment and skill are required by the user.

"Each one of us is a customer for many tools (and) we are all technicians. We have to be, to live in this modern world of ours. A technician is skilled in the technique of an art. He has to have the three things which I have already mentioned. To have the skill he must practise, to know the technique he must gain the knowledge, and to practise the art he must develop the judgment.

"By modern production methods we can manufacture tools at a very high rate indeed—in fact, far faster than we can develop technicians with the skills to use them. This has resulted in Canada's present shortage of skilled technicians.

"There are many schools throughout Canada assisting young people to gain the skill, knowledge and judgment to fit them for a variety of technicians' jobs. However, to meet even part of the demand, employers have found it necessary to use a large number of immigrants. Canadian companies are sending representatives to England, Holland and other European countries to recruit the skill which they need to carry on their business.

"England has a well-developed system of education in which four categories of people are trained. These are tradesmen, technicians, technologists and engineers. The arrangement permits the progressive development of individuals to respectively higher levels. In Canada, we do not have the proper proportion of educational facilities and therefore are not able to carry out this kind of a plan.

"Engineers did technicians' work as well as engineering in 1900. Through research, a great deal of knowledge about our material world has been gained since that time. Consequently, the education of engineers has become more and more theoretical and will become even more so in the future. A great number of technicians are needed to implement the ideas of engineers. If we free engineers from routine work, they are able to proceed with the valuable development work which will raise our standard of living.

"The responsibilities for each one of us are being upgraded physically, mentally and ethically. We are all being elevated to new stations in life. We have moved away from the era of manpower into an era of skillpower and brainpower. In just three years 11 cents of every dollar spent will be for products not yet known to most of us. Right now, scientists and engineers are gaining knowledge of how to make these products practical and economical.

"If we started today to train technicians on these new products, we would have only three years to do it. Of course, in saying this, I am ignoring the fact that we do not know yet what training to give them, nor how many to train. Management must plan many years in advance for both the supply of the materials it requires and the development of the skilled manpower it needs.

"As yet, we are unskilful in knowing how to schedule training time to accomplish the desirable objectives we foresee. New tools must be found for forecasting the necessary lead-time for training. Apprenticeship has been and still is important in developing the manual skill of the tradesmen. However, manual skill is not as necessary for the technician as knowledge and judgment. Knowing what to do and how to do it are important, but knowing why is becoming even more important. If we can answer the 'why' satisfactorily, we can avoid fruitless activity.

"If I asked you whether you were using your full capabilities in the job in which you are presently engaged, you would probably say 'no'. In fact, on the average we use only about 20 per cent of our potential and our potential grows as we grow. Here is a real problem for Canadian managers to solve.

"Our psychologists can make vast contributions in this area to Canadian development in the years to come. Vocational guidance counsellors will help, too. However,

when our industrial life is changing so quickly and training takes so long, guidance is needed today for five, 10 or 15 years from now. As we become more specialized we become less adaptable to changes as they occur unless we keep learning. Therefore, continuing training becomes essential for us all throughout our lives.

"Scientific research in the past 20 or 30 years has given a great wealth of new and exciting material things. However, our research has been lopsided. We have spent too little time, money and effort on educational research. We know comparatively little about how to develop people.

"Now, we are going to have to make the required expenditures. The first part of this century has been the era of scientific development. The second part will be the era of human development. I regret to say that research and development in this area are slow. However, the techniques and the tools we have developed in the scientific field will be useful suggestions in our approach to the problem.

"Suppose each person who has valuable knowledge and skill passed them along to another person and so on in turn, our skilled manpower could be developed and multiplied at a phenomenal rate. By cascading learning with instructing, students could be allowed to teach what they have learned, so that their knowledge would be confirmed by conviction. Intimate communication could be achieved between the learner and instructor as is the case in what is called the tutorial method.

"By combining cascade education with co-operative education, which is a plan of alternating work and study, I have great faith that a solution to our dilemma will be forthcoming. If our educational research is directed towards the development of a greater career plan in each major field of

endeavour in Canada, we would work towards the goal of having everyone given the help needed to make a maximum contribution.

"Education must be run as a business. It must be developed so that a maximum profit is produced for all concerned. Management must consider long-range perspectives in planning for the future, so that it neither counts on manpower that it will never have, nor overlooks the potentials of its current employees.

"The Government must take a Canadian inventory of the available work force and must develop techniques for indicating how it can best meet the nation's skillpower needs. The efficient utilization of our human potential is important in solving our manpower problem.

"Just as you want value for your dollar when you go to the store, so management must demand value for the dollars it pays for the contributions of its employees. Only efficient productivity can increase the things we can buy. The shortage of efficient technical as well as other skilled manpower in Canada is a challenge for each one of us."

Mr. Scott concluded by summarizing his four suggestions as follows:

"Management must make a diligent effort to plan for its manpower as well as to forecast for its sales. It must strive to become more capable of utilizing the potential of its employees.

"Educational research must be expanded to exploit new methods and techniques in order that the inadequacies of present traditional education will be minimized.

"A national inventory of our skills must be established and maintained so that we can make the best use of our manpower.

"Each one of us must endeavour to meet the growing personal challenge and responsibility to raise our contributions to the level of our capabilities."

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## Jobless Workers in U.K. Helped to Move to New Jobs

A "lodging allowance" of 35 shillings a week will be paid to United Kingdom workers, if employment in their home areas cannot be provided for them within eight weeks of any day they become unemployed, under a new scheme launched by the British Government on June 11.

The plan was devised, in particular, to lessen hardships suffered by, for example, auto workers who lost their jobs in a recent recession and had to go elsewhere

for employment, but continue to support homes and families in their original working areas.

A statement by the Ministry of Labour advised that the allowance would be paid for periods of up to 12 months, so long as no suitable employment could be found in an applicant's home area. Other facilities offered in the scheme were free fares to the applicant's new work place.

# Wastage of Women Scientists

Girls who prepare themselves for scientific, engineering or technical occupations find employers reluctant to engage them. British author examines factors responsible for this, suggests ways to deal with it

A myth persists that girls cannot "do" mathematics and science. Even when they demonstrate their ability in these fields and prepare themselves for scientific, engineering or technical occupations, they frequently encounter employer reluctance to hire them.

"We haven't actually begun to utilize our womanpower to any appreciable extent," W. H. Evans, President of Honeywell Controls Limited, said recently.

A tendency to overlook the potentialities of womanpower in scientific and technical fields is also noted in Great Britain by N. M. Brown of the University of Sheffield, author of an article, "Wastage of Women Scientists" in the April issue of *Research*.

"Employers," he writes, "talk unequivocally in terms of men and boys."

In his article, Mr. Brown examines various factors that contribute to this oversight and makes some useful suggestions for dealing with it.

Up to the present, marriage has caused the loss to the labour force of many women trained as scientists. With the growing proportion of married women in the population, this tendency could be multiplied. The author notes, however, that many women are seeking re-employment when their children are old enough to go to school. Also, he has found growing tolerance towards the employment of married women, especially in industrial areas of large cities.

He cites a school "where ten years ago a girl would have felt the need to apologize for the fact that her mother went to work" but where now "the apologies come from the girls whose mothers stay at home".

These attitudes of children, reflecting the point of view of their parents, indicate, he believes, the emergence of "a less rigid distinction between the functions of father and mother within the family circle". He finds, however, that the professional classes "seem to find more difficulty in breaking away from traditional modes of thought and behaviour".

He points out, also, that it is not only husbands and families who have to adjust to the consequences of the employment of married women. "If married women scientists are to work happily and successfully within the vast community of industrial personnel, a thoughtful, unprejudiced attitude among employers towards them is

not less important than the encouragement and support of a husband," he writes.

Entry into other fields of employment where they feel more confident of their capacities is another cause of wastage discussed by the author. "Women are not wanted in industry," he writes. "They are needed, but not wanted because they introduce into a male climate of opinion a feminine quality which adds complication to an already complicated situation. It is easier without women, or so the men think. And because they are aware of this, women tend to play at being men when they get into industry, or, with understandable indignation, refuse to push in where they are not welcome."

A third cause of wastage the writer attributes to environmental pressures that lead girls to leave school without adequate preparation for a career in science. A recent enquiry among teen-age girls brought to light three major reasons for leaving school before completing an academic high school course:

1. A desire to get some "practical" training that would make possible earlier employment.
2. Financial reasons—to earn money or to help financially at home.
3. Lack of success or interest in academic work and a desire to be free from homework.

In this context Mr. Brown comments on the need of stabilizing influences on the part of parents, teachers and employers of girls if they are "to weather the storms of adolescence".

The writer has found that one of the difficulties of attracting girls into science is that "the laboratory has not yet managed to compete with a typewriter for a girl's affection". This he believes to be a "matter of tradition" and he stresses the need to "widen the pupils' interest by every means available". Moreover, he adds, as gainful work increasingly becomes an accepted part of a woman's life, "parents should be encouraged to consider their daughters' careers as seriously as they have always considered their sons'".

Discussing vocational guidance for girls, he urges "a thorough overhaul" of the present provisions. "Not only the amount but also the kind of advice is important"

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## Provincial Co-ordinators Meet

Three-day meeting in Ottawa discusses difficult cases that have come to the attention of rehabilitation officers, development of medical rehabilitation services, vocational training, placement of disabled

A discussion of difficult cases that had come to the attention of officers charged with the responsibility for rehabilitation took place at a three-day meeting in Ottawa of Provincial Co-ordinators of Rehabilitation.

The development of medical rehabilitation services, staff training, and publicity and educational programs was also discussed. Vocational training for the disabled and placement services available to assist those who had undergone vocational training or other rehabilitation services were outlined.

Subjects studied by the meeting, held May 15-17, included the utilization of the Medical Rehabilitation Grant, the rehabilitation of the mentally ill, the relationship between provincial educational systems and the vocational training required for disabled men and women, and sheltered employment.

Plans were discussed for the Provincial Co-ordinators to visit adjacent states in the United States with similar economies in order to benefit from the longer experience there in the field of rehabilitation.

An outline of rehabilitation services in the United Kingdom was given by Ivor Thomas, Assistant Regional Controller, Manchester Region, U.K. Ministry of Labour and National Service, who is at present visiting Canada. He was introduced to the meeting by A. H. Brown, Deputy Minister of Labour.

Also present at the meeting were officers of the Unemployment Insurance Commission, the Indian Affairs Branch of the Department of Citizenship and Immigration, and the Departments of National Health and Welfare, Veterans Affairs, and Labour.

Ian Campbell, National Co-ordinator of Civilian Rehabilitation, presided.

### Workshop on Rehabilitation of Disabled

Co-operation by parents, teachers, and health authorities in the acceptance of disabled persons in school and in society was called for at a workshop on the rehabilitation of the disabled held early last month

at the Nova Scotia Rehabilitation Centre, Halifax.

The meeting was sponsored jointly by Nova Scotia's rehabilitation authorities and the Nova Scotia Rehabilitation Council.

Nova Scotia now compares favourably with the rest of Canada in the treatment and training of the physically disabled, the meeting was told by Frank G. Wellard, Provincial Co-ordinator, and Ian Campbell, National Co-ordinator of Civilian Rehabilitation.

With Dr. A. H. Shears as chairman, a panel of Halifax doctors discussed static disabilities and, with Dr. G. J. H. Colwell as chairman, dynamic disabilities. A session on the vocational appraisal of the physically handicapped and their vocational training was held under the chairmanship of G. E. Perry, Director of Vocational Guidance, Nova Scotia.

Brig. A. C. Ross, Regional Director of Special Placements, Unemployment Insurance Commission, was chairman of a panel comprising representatives of Labour, Management and the UIC that discussed employment opportunities in Nova Scotia for the handicapped.

The groups who form the Nova Scotia Rehabilitation Council presented reports that illustrated the important part played by community organizations interested in the handicapped and the valuable help given by voluntary organizations who work with the disabled.

The National Co-ordinator of Civilian Rehabilitation, Ian Campbell, and the Assistant National Co-ordinator, Noel Meilleur, participated in the workshop.

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A comprehensive account of the medical, employment and welfare services for the disabled in Great Britain is given in the *Report of the Committee of Inquiry on the Rehabilitation, Training and Resettlement of Disabled Persons*. The publication is available from the United Kingdom Information Service, Quebec, Montreal, Ottawa, Toronto or Vancouver, price \$1.04 postpaid.

The Committee was established in 1953 by the Minister of Labour and National Service, the Minister of Health, and the Secretary of State for Scotland.

# International Council of Women

Canada is host country for Council's triennial conference. Some 400 delegates from 30 countries were expected to attend meeting this month

As this issue of the *LABOUR GAZETTE* went to press, Canada was preparing to act as host country for the triennial conference of the International Council of Women. Some 400 delegates from 30 countries were expected to attend the meeting at McGill University in Montreal.

President of the ICW is Dr. Jeanne Eder of Zurich, Switzerland, expected at the conference along with Chief Elizabeth Adekobe, Nigeria; Begum Shaista Ikramullah and Begum A. G. Ahmed, Pakistan; Mrs. L. Fonda-Savio, Italy; the Marchioness of Reading, JP, Dr. M. Mitchell and Mrs. Jean Cowan Hunter, United Kingdom; Mrs. A. M. Beaurain, Finland; and Dr. I. Koska-Klink, Germany.

\* \* \*

"Women," says the *International Book-binder* for March-April 1957, "often do not feel that they themselves have any relationship with the labour movement, even though their husbands, sons or brothers may be members of organized labour."

The publication also asserts that "millions of American women whose lives revolve around home and children have no direct contact with industrial activities or with union organizations" and that "many women workers, too, have failed to find a sense of identification with the labour movement."

Women are said to be more difficult to organize than men, take less interest in union activities and attend fewer meetings. "However, labour objectives, economic and political, can be effectively reached only if American women are convinced that unions are as vitally important to them and to their children as to their menfolk."

The article concludes with the statement that "a campaign to educate American women to the importance of the labour movement and to gain their active support would greatly strengthen existing unions and should be undertaken by organized labour today."

\* \* \*

A report covering a two-year study of women in the United States as a manpower source, conducted by the National Manpower Council, a non-partisan body established at Columbia University, has made the following findings.

During any month, one-third of all women 14 or older are in the labour force; more than two-fifths—some 28 millions—work during the course of a year.

An average girl in school today will hold a paying job outside the home for about 25 years.

Working women account for one-fifth of the country's total wages and salaries—or over \$42 billions—and for more than one-fourth of the total man-hours worked.

Of all women now working, 60 per cent are married and one-half are over 40.

Out of every 10 married women, three are working. Two out of five mothers with school children work.

Women middle-aged and over have come into the labour force in greater numbers than any other single group since 1950.

Women show up in almost every conceivable job. But more than one-third work in secretarial, clerical and sales occupations.

Women have greater manual dexterity and tolerance of routine, but less physical strength than the male, greater absenteeism, and smaller amount of interest in advancement and increased responsibility.

Young girls seeking short-term jobs want regular hours, little overtime, and other conditions that will enable them to lead a normal social life.

\* \* \*

Opportunities for women mathematicians and statisticians are greater than ever before, according to a survey made in the United States.

In keeping with this situation, the Women's Bureau of the U.S. Department of Labour has published a pamphlet, *Employment Opportunities for Women Mathematicians and Statisticians*.

Mrs. Alice K. Leopold, Assistant to the Secretary of Labour for Women's Affairs, hopes that "the findings in the pamphlet will encourage more young women who have majored in mathematics at universities to train for this field, since there is a great shortage of capable personnel for the field in government, colleges and private industry."

The pamphlet may be obtained from the U.S. Government Printing Office, Washington 25, D.C., U.S.A., at 25 cents per copy.

## 50 Years Ago This Month

Wage increases reported during May 1907, ranging from \$2 a month to \$3 a week, brought wage rates up to a range of from \$9 a week to \$45 a month. Committee reports shortage of labour in British Columbia

Wage increases ranging from 5 to 10 per cent went into effect during May 1907 for several thousand employees at a number of sawmills in Ontario and the eastern provinces. The *LABOUR GAZETTE* of June 1907 reported that mill hands at Saint John, N.B., and about 1,000 river drivers in southern Quebec received an increase of 10 per cent.

Workmen employed on the drives on the Ontario side of the Ottawa river, numbering about 1,800, had their wages increased from \$43 to \$45 a month, and at Peterborough 270 men got an increase of about \$2 a month. Rates for river drivers in New Brunswick were reported to be from \$2 to \$3 a day.

Employees of the Crow's Nest Pass Coal Co. at Fernie and Michel, B.C., obtained a substantial increase in wages.

Construction workers at a number of places in Ontario, at Sherbrooke, Que., and in Edmonton and Calgary obtained wage increases, of which the following are examples: bricklayers and masons in Ottawa, from 45 to 47 cents an hour, and to 50 cents after May 1, 1908; bricklayers at St. Catharines, from 38 to 45 cents; bricklayers and masons at Port Arthur, to 57½ cents an hour; carpenters and joiners at Sherbrooke, from \$1.50 to \$2 a day; men in the same trade at St. Catharines, from 27½ to 33 cents, after a strike; plumbers at Niagara Falls, to \$2.75 from \$2.50 a day; plumbers in London, to 35 from 30 cents an hour, with hours reduced from 49½ to 44 a week; in Edmonton, the same trade, an increase of \$3 a week; hod carriers and labourers in Calgary from 25 to 30 cents an hour.

Wage increases were also recorded in a number of metal and engineering occupations. Old and new rates for some occupations were given as follows: stove plate moulders at Weston, Ont., \$19.37 and \$20.33 a week; tanners and curriers in Quebec City, \$8.25 and \$10 a week; coal carters in Montreal, \$8 and \$9 a week; oilers, wheelmen and firemen on several Great Lakes vessels, \$35 and \$37.50 a month; corporation labourers in Quebec City, \$1.25 and \$1.50 a day; for the same class at Calgary, 25

and 27 cents an hour. In Hamilton, stove plate moulders were to receive a minimum of \$2.90 for a 10-hour day.

Fifty locomotive engineers on the Quebec Central Railway got an increase of 10 per cent. Ship labourers at Saint John obtained a rate of 40 cents an hour, with double time on Sundays and holidays. Policemen and firemen in Quebec City got a 10-per cent increase.

The cost of living was also increasing, with higher prices for flour, bread, beef, lumber, coal and ice mentioned in the *LABOUR GAZETTE*.

A backward spring delayed seeding and railway construction. Drift ice hampered fishermen in the Maritimes and delayed shipments from Nova Scotia collieries. Retail trade was reported quiet, money continuing "tight" owing to delayed deliveries of the western crop of 1906.

A committee of the Victoria, B.C., Board of Trade which made an investigation into the state of the labour market in British Columbia during February 1907 issued its report in May. The committee reported a shortage of labour in every part of industry it had investigated, which included lumbering, farming, fruit-growing, shipbuilding, the iron industries and domestic service. This was said to be in spite of the wages paid being similar to those which prevailed in the adjoining state of Washington in the United States, and higher than those paid in eastern Canada.

The committee complained that the imposition of a prohibitive head tax on Chinese immigrants had cut off the supply of unskilled labour. It recommended the immediate suspension of the federal and provincial alien laws, and that certain measures should be taken by the provincial government to encourage immigration, as a means of stimulating the influx of labour into the province.

During April 1907, 22,162 immigrants arrived in Canada from Great Britain, compared with 15,403 in the same month of 1906. During the first five months of the year immigration from the same source totalled 55,675, compared with 40,210 in the same period of 1906.

# INTERNATIONAL LABOUR ORGANIZATION

## Conference Agenda, Delegation

40th International Labour Conference, meeting June 5 to 27, will hold first discussion on discrimination in employment, debate draft texts of three Conventions, two Recommendations. Canadian delegation named

A first discussion of discrimination in the field of employment and occupation will be formally on the agenda of the International Labour Conference at its 40th session in Geneva from June 5 to 27.

In addition, final decisions will be reached on draft international instruments concerning forced labour, weekly rest in commerce and offices, and indigenous populations, first discussed during the 1956 session.

The Conference will also have before it for general debate a report by the Director-General of the International Labour Organization, David A. Morse, dealing with the labour and social implications of technological change, particularly automation and the industrial uses of atomic energy (L.G., May, p. 563).

The ILO's general Conference will also have the important task of the triennial election of 30 of the 40 members of the ILO Governing Body. Ten governments hold permanent seats as states of chief industrial importance.

It is expected that the Conference will bring together a number of Ministers of Labour and some 800 delegates, advisers and observers from countries and territories all over the world.

Each member country of the ILO is entitled to send four delegates, accompanied by advisers. Two of the delegates represent the government, one represents the employers and one the workers.

### Canadian Delegation

The Canadian delegation consists of the following:—

*Government Members:* G. V. Haythorne, Assistant Deputy Minister, Department of Labour, Government Delegate and Head of the Delegation; Paul Goulet, Assistant to the Deputy Minister and Director of the ILO Branch, Department of Labour, Government Delegate; M. Wershof, Canadian

Permanent Representative to the European Office of the United Nations, Substitute Government Delegate; and Eric Acland, Senior Administrative Officer, Indian Affairs Branch, Department of Citizenship and Immigration; G. R. Carroll, Industrial Relations Branch, Department of Labour; H. Jay, Canadian Permanent Mission to the European Office of the United Nations; Miss Edith Lorentsen, Director, Legislation Branch, Department of Labour; and W. E. Wilson, Deputy Minister of Labour, Province of Manitoba, all Advisers to the Government Delegates.

*Worker Members:* Claude Jodoin, President, Canadian Labour Congress, Worker Delegate; and H. E. Campbell, National Legislative Representative, Brotherhood of Locomotive Engineers; George Hutchens, Canadian Director, International Union of Electrical, Radio and Machine Workers; Kalmen Kaplansky, Director, International Affairs Department, Canadian Labour Congress; E. P. O'Connor, General Secretary, British Columbia Provincial Government Employees' Association; and Joseph Parent, Vice-president, Canadian and Catholic Confederation of Labour; all Advisers to the Worker Delegate.

*Employer Members:* W. A. Campbell, Vice-president and Secretary, Canadian Westinghouse Company Limited, Employer Delegate; and S. D. Chutter, General Manager, Canadian Construction Association; C. W. George, Ottawa Representative, Canadian Manufacturers' Association; J. R. Kimpton, Assistant Vice-president, Personnel, Canadian Pacific Railway Company; W. J. McNally, Representative, Canadian Chamber of Commerce; and F. W. Purdy, President, Purdy Mansell, Limited; all Advisers to the Employer Delegate.

H. T. Pammett, Executive Assistant to the Director, ILO Branch, Department of Labour, is Secretary to the Delegation, while

Miss M. Moody, of the Administrative Services Branch, Department of Labour, is acting as Assistant to the Secretary.

### **Discrimination**

The Governing Body of the ILO decided to place the subject of discrimination on the agenda of the 40th session of the Conference with a view to the adoption of an international instrument laying down the principles of a policy of fair employment and indicating the practices likely to facilitate its application.

The ILO prepared and submitted to governments a preliminary report setting out the general background of the problem. At the same time governments were requested to reply to the questionnaire contained in the report. On the basis of replies received, the ILO will submit a further report which, together with the first report, will serve as a basis of discussion by the Conference.

### **Forced Labour**

A first discussion on forced labour was held at the 39th session, when the Conference unanimously decided to include this question on the agenda of the present session with a view to the adoption of a Convention on the abolition of forced labour.

In preparation for the second and final discussion, the ILO asked governments for their observations on the first draft text adopted by the 1956 session. On the basis of their replies, the ILO will now submit new draft texts of a Convention and two resolutions for consideration by the session.

ILO's Governing Body will also transmit to the 40th session of the Conference the latest report of the Ad Hoc Committee on Forced Labour, which was convened recently to examine further documentation submitted to it since its first session in March 1956.

### **Weekly Rest**

The question of weekly rest in commerce and offices will also be the subject of a final discussion by delegates to the Conference. The draft texts of the proposed new instruments take the form of a Convention supplemented by a Recommendation.

Unlike international labour Conventions, Recommendations do not have to be ratified by governments. They have, however, to be brought to the notice of legislatures or other competent national authority.

### **Indigenous Populations**

The question of the protection and integration of indigenous and other tribal and

semi-tribal populations in independent countries will also come before the Conference for final discussion.

The report prepared by the ILO contains the draft texts of an international labour Convention and supplemental Recommendation. These texts have been established by the ILO after consultation and in agreement with other interested international organizations—United Nations, Food and Agriculture Organization of the United Nations, UNESCO, and the World Health Organization.

### **Election of the Governing Body**

The three-year period of office of ILO's Governing Body will shortly expire. Membership consists of 40 persons, 20 representing governments, and 10 each representing the employers and workers respectively. In addition to the 40 regular members, ten deputy members are appointed for each group.

In accordance with the terms of ILO's Constitution, 10 of the 20 seats allocated to regular members of the government group are occupied by representatives of the states which are agreed to be of "chief industrial importance". Member nations at present occupying these ten seats are: Canada, China, France, Federal Republic of Germany, India, Italy, Japan, United Kingdom, United States and the USSR.

The remaining ten regular government States Members and the ten deputy States Members are elected by ballot by the government delegates attending the Conference, with the exclusion of the government representatives of the ten countries of chief industrial importance. The States Members elected designate in turn the persons who will represent them on the Governing Body of the ILO.

The persons representing the employers and the persons representing the workers are elected respectively by the employer and worker delegates to the Conference.

### **Director-General's Report**

In Part II of his annual report, ILO Director-General David A. Morse summarizes the 1956 activities of the ILO in these fields:

- the promotion of co-operation between labour and management;
- the development of workers' education;
- the continuous struggle for the recognition of basic human rights.

Part I of Mr. Morse's report dealt with automation (L.G., May, p. 563).

Part II of the report to the general conference also serves as the Eleventh Report of the International Labour Organization to the United Nations.

## 6<sup>th</sup> Session, Metal Trades Committee

Committee adopts report on automation and resolution giving series of general considerations to be communicated to ILO member states

Automation and job evaluation in the world's metal trades were discussed by government, employer and worker delegates from 21 countries who attended the sixth session of the ILO's Metal Trades Committee\* in Geneva May 6 to 18.

A report on automation adopted by the Committee contains a memorandum presented by the employers' group and a statement presented by the workers' group. The Committee also adopted a resolution with an annex giving a series of general considerations on automation to be communicated to ILO member states with the request that they be transmitted to the employers' and workers' organizations of the metal trades, and to other bodies concerned with the problems dealt with in the document.

The questions relating to automation discussed in the document include labour-management relations, manpower problems, re-examination of the existing wage structures and the responsibilities of management and governments.

The various conclusions on automation were adopted by 70 votes in favour to none against, with 36 abstentions, including a large majority of the members of the employers' group. A spokesman for these delegates said they had not had enough time to discuss fully the considerations proposed.

The report on job evaluation methods in the metal trades, adopted unanimously, outlines the discussion that took place on the subject in the sub-committee stage and records the various points of view expressed. The Committee suggests that these points of view be communicated to governments and to employers' and workers' organizations.

It also suggests that the Director-General of the ILO, if he decides on any future activities on the subject, should take these views "fully into account and pay particular attention to the problem of consultation and co-operation with the workers or their organizations in the establishment and operation of job evaluation schemes with due regard to practice in different countries in this field."

\*One of the ILO's Industrial Committees inaugurated in 1945 to deal with the particular problems of some of the most important international industries.

This last recommendation was adopted in sub-committee by 23 votes to 1 with 19 abstentions.

The Committee also desired:

—that the general report to be presented to its next session should include "a study of health, safety and of welfare in relation to health and safety of the shipbuilding and ship-repair workers, with special reference to the incidence of the lung diseases of pneumoconiosis and silicosis, in particular amongst welders and those working in close proximity to them";

—that the ILO should "continue and intensify, in the field of the metal trades and to the maximum degree possible, the efforts of the Organization on programs of technical assistance to the industrially underdeveloped countries";

—that the Governing Body of the ILO consider "the advisability of calling upon governments to devote their full attention to the problem of a reduction of hours of work in the metal trades without reduction of income" and "bear in mind the importance of this problem to the metal trades when considering proposals for placing the subject of a reduction of hours of work on the agenda of the International Labour Conference".

The last two suggestions relating to reduction of hours of work were adopted by 62 votes to 35 with 13 abstentions.

The conclusions of the Metal Trades Committee will be considered by the ILO Governing Body, which will then decide what action is to be taken on them.

The following countries participated in the work of the session: Australia, Belgium, Canada, Chile, Czechoslovakia, Denmark, Finland, France, Federal Republic of Germany, India, Italy, Japan, Mexico, Netherlands, Norway, Sweden, Switzerland, Union of South Africa, United Kingdom, United States and Yugoslavia. The Soviet Union, which is not a member of the Committee, was represented by a government observer delegation.

The Canadian delegation comprised:

Government Delegates: Dr. W. R. Dymond, Director, Economics and Research Branch; and H. S. Johnstone, Industrial Relations Branch, Department of Labour.

Employer Delegates: T. G. Beament, President and Managing Director, Fahlralloy Canada Limited; and A. B. Lawrason, Manager, Traffic Products Division, St. Thomas Metal Signs Ltd.

Worker Delegates: S. Ted Payne, Vice-president, National Federation of Metal Trades (CCCL); and George Schollie, Canadian Vice-president, International Association of Machinists.

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## Labour Statisticians International Conference

Statisticians from 45 countries endorse the "International Standard Classification of Occupations"; discuss measurement of underemployment

The ninth International Conference of Labour Statisticians last month endorsed the "International Standard Classification of Occupations" prepared by the International Labour Organization.

The statisticians, from 45 ILO member countries, also dealt with the measurement of underemployment and statistics for social security.

The occupational classification system consists of major, minor and unit groups describing a vast variety of occupations. The conference stated that this classification will serve as a useful basis for reporting occupational data intended for international comparisons.

The conference recognized the necessity of developing methods for the measurement of underemployment, starting by the study of the most obvious cases, for use in national statistical systems and, in so far as possible, for making international comparisons.

Resolutions adopted on the subject included a recommendation that the ILO should prepare a revised edition of the report submitted to the conference, taking into consideration the techniques and results of recent surveys, and publish this edition in final form to serve as a guide in future work in this field. The conference also proposed that assistance should be given in the most appropriate way by the ILO to such countries as may desire to carry out studies on underemployment.

In the field of social security statistics, the conference considered comprehensive and up-to-date statistics to be an essential prerequisite for the formulation of policy and the execution of programs. Such records constitute an important source of

wider economic and social statistics, even if it would appear that, in most countries, the fullest possible use was not being made of such records.

Other resolutions adopted by the conference recommended that the ILO continue its inquiries on the cost of social security and develop a common body of statistical concepts, definitions and classifications which might be brought into general use. It was further proposed that a working group of social security and statistical experts be convened to assist the ILO in achieving these ends.

The labour statisticians recommend that ILO statistical publications should be widely disseminated, and that a study be undertaken by the ILO of the theoretical and practical aspects of the measurement of consumer price changes.

A further resolution proposed the convening of a committee of statisticians and other specialists concerned with the problems of employment injuries, with a view to the preparation of recommendations for international action in the field of accident statistics and occupational diseases.

The various resolutions adopted by the conference will be submitted to this month's session of ILO's Governing Body, which will decide what action is to be taken.

The Canadian delegation to the conference comprised H. F. Greenway, Director, Labour and Prices Division, Dominion Bureau of Statistics, as government delegate; Dr. W. R. Dymond, Director, Economics and Research Branch, Department of Labour, as substitute delegate and adviser; and N. L. McKellar, Research and Administration Division, Dominion Bureau of Statistics, as adviser.

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## Ghana Joins ILO, Becomes 78th Member Country

Ghana last month joined the International Labour Organization.

The Government of Ghana recognized that it continued to be bound by the obligations entered into on behalf of the Gold Coast by the United Kingdom in respect of ten ILO Conventions.

Prior to the achievement of full independence, tripartite delegations from the Gold Coast had been participating in ILO conferences as observers for several years.

The accession of Ghana takes the total membership of the ILO to 78.



Two groups of individuals, one representing employers and the other the employees, work in co-operation to assure the safety of 4,000 personnel employed on the international power development coinciding with the construction of the St. Lawrence Seaway Project in the area between Cornwall and Iroquois, Ont.

Representing employees of the Ontario Hydro-Electric Power Commission and members of all unions at the project is the Allied Council. Acting for management is the Labour Relations Association.

The groups were formed because the Ontario Hydro Commission knew from past experience that its own work forces and those of its contractors would meet many problems on so large a project.

The Commission knew that these problems could be effectively handled if all persons concerned with them adopted common practices in the areas of labour relations, bargaining, employment, safety, in fact—all matters resulting from the construction of the project.

In the field of safety, the groups apply the theory that a safety program is effective where there is total participation and shared responsibility by all employees and management.

The formation of safety policy on the project comes under the guidance of the Labour Relations Association. Observance of standard instructions, rules and regulations in matters of safety and accident prevention are required from all contractors by the terms of their agreements.

The Labour Relations Association's policy is to make safety everybody's business, with the workmen themselves playing the role as the most important segments of the program. This allows the safety experts to remain in the background and act as advisers.

Each of the 12 major work divisions at the project has a divisional safety committee. Its members come in equal numbers from employees and management and serve on the committee for three-month periods. Meetings by the groups are held each week.

As a result, all safety rules devised are endorsed by labour and management through consultation and agreement. It is felt that this procedure gives added force to the rulings and will be more strictly observed by employees, since their own representatives have helped to formulate them.

In addition to the 12 divisional committees there is the Central Safety Committee which meets once a month, made up of one management and one union employee from each of the 12 divisional committees. A meeting is held once each week, also, by all the safety experts on the project. These plan safety program aids and decide where prevention emphasis should be laid.

Officials on the project are convinced that there is general awareness of the need for safety at the project. The emphasis placed on the important role the man on the job plays is paying off.

Through the system of committees there are some 180 men who belong to safety committees. They wear special badges, and aim a steady flow of safety suggestions at the employees in the areas where they are employed.

The general manager of the Labour Relations Association feels that a great deal of success has resulted from the use of labour-management consultation.

Recently, *Teamwork in Industry* visited the project and watched two of the safety committees at their meetings. One was a committee of Hydro employees engaged in moving houses. The other was from one of the large contracting firms.

Among the subjects discussed were instructions on how to work safely, causes of accidents, proper clothing, problems of inducting new men into safe-working methods, protective headgear, traffic, and the safety of people, especially children, in the areas where houses are being relocated.

It was noted by *Teamwork* that considerable credit was given in discussions to the value of intra-personnel consultation and co-operation in keeping to a minimum the number of accidents that have occurred at the project.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued two certificates designating bargaining agents, ordered five representation votes, and rejected one application for certification. During the month the Board received 14 applications for certification.

### Applications for Certification Granted

1. United Marine Workers' Division of District 50, United Mine Workers of America, on behalf of a unit of unlicensed personnel aboard vessels operated by the Clarke Steamship Company Limited and associated companies: La Compagnie de Transport du Bas St-Laurent Ltée, Magdalen Islands Transportation Company Limited, North Coast Steamship Co. Ltd., North Pioneer Steamship Co. Ltd., Gulf Ports Steamship Co. Ltd., Terra Nova Steamship Co. Ltd., La Traversée Rivière-du-Loup St-Simeon Limitée, La Compagnie de Navigation Charlevoix-Saguenay Limitée, and Inter Island Steamship Company Limited (L.G., May, p. 571).

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by the Commercial Cable Company aboard the cable ship *John W. McKay* (L.G., May, p. 572).

### Representation Votes Ordered

1. Seafarers' International Union of North America, Canadian District, applicant, and National Harbours Board, Montreal, respondent (L.G., Feb., p. 175) (Returning Officer: C. E. Poirier).

2. Seafarers' International Union of North America, Canadian District, applicant, and Imperial Oil Limited, respondent (unlicensed personnel—MV *Imperial Vancouver*). This vessel is operated on the west coast by the Marine Division of the company (L.G., May, p. 571) (Returning Officer: D. S. Tysoe).

3. Seafarers' International Union of North America, Canadian District, applicant, and Imperial Oil Limited, respondent (unlicensed personnel—motor vessels *Imperial*

*Nanaimo*, *Imperial Namu* and *Barge No. 10*). These vessels are operated on the west coast by the British Columbia Marketing Division of the company (L.G., May, p. 571) (Returning Officer: D. S. Tysoe).

4. Warehousemen and Miscellaneous Drivers' Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Deluxe Transportation Limited, North Bay, Ont., respondent (L.G., May, p. 572) (Returning Officer: A. B. Whitfield).

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Husband Transport Limited, Montreal, respondent (L.G., May, p. 572) (Returning Officer: Remi Duquette).

### Application for Certification Rejected

International Longshoremen's and Warehousemen's Union, Local 513, applicant, and the Elk Falls Company Limited, Duncan Bay, Vancouver Island, B.C., respondent (L.G., May, p. 572). The application was rejected for the reasons that (1) the applicant did not have the support of a majority of the employees engaged in loading and unloading vessels, even if the employees who performed such work for a minor part of their time were excluded from the unit, and (2) the representative of the applicant at the hearing, when questioned, appeared to desire the exclusion of certain regular employees from the unit, and as these regular employees were engaged in loading and unloading vessels for even longer hours than certain of the casual employees, their exclusion would make the unit inappropriate for collective bargaining.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

## Applications for Certification Received

1. United Steelworkers of America, on behalf of a unit of employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

2. Canadian Workers' Association of Dredges and Tugs, on behalf of a unit of unlicensed employees of Marine Industries Limited, Montreal, employed in its Dredging Division (Investigating Officer: C. E. Poirier).

3. The National Catholic Syndicate of Longshoremen of Sorel, Inc., on behalf of a unit of maintenance personnel employed by the Sorel Dock and Stevedoring Co. Limited, Sorel, Que. (Investigating Officer: C. E. Poirier).

4. International Union of Operating Engineers, Local 796, on behalf of a unit of

stationary engineers and stationary engineers' helpers employed by Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

5. Oil, Chemical and Atomic Workers International Union, on behalf of a unit of laboratory employees of Polymer Corporation Limited, Sarnia, Ont. (Investigating Officer: A. B. Whitfield).

6. International Union of Mine, Mill and Smelter Workers, on behalf of a unit of employees of Northspan Uranium Mines Limited, Elliot Lake, Ont. (Investigating Officer: A. B. Whitfield).

7. National Association of Broadcast Employees and Technicians, Local 64, on behalf of a unit of office employees of the Newfoundland Broadcasting Company Limited, St. John's, Nfld. (Investigating Officer: W. L. Taylor).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

8. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company (Office of Data Centre, Vancouver) (Investigating Officer: C. E. Poirier).

9. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company (Office of Data Centre, Winnipeg) (Investigating Officer: C. E. Poirier).

10. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company (Office of Data Centre, Calgary) (Investigating Officer: C. E. Poirier).

11. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of employees of the Canadian Pacific Railway Company (Office of Data Centre,

Moose Jaw (Investigating Officer: C. E. Poirier).

12. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Quebec Television (Canada) Ltd., Quebec, Que. (Stations CFCM-TV and CKMI-TV) (Investigating Officer: C. E. Poirier).

13. General Drivers, Warehousemen and Helpers, Local 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Smith Transport Limited, operating in and out of its Winnipeg terminal (Investigating Officer: J. S. Gunn).

14. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed by Branch Lines Limited, Sorel, Que., aboard the *Louise Simard*, *Claire Simard*, *Palmbranch*, *Baybranch*, *Cherrybranch*, *Peachbranch*, and *Applebranch* (Investigating Officer: Remi Duquette).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Atomic Energy of Canada, Chalk River, Ont., and Atomic Energy Allied Council (Conciliation Officer: F. J. Ainsborough).

2. Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough).

3. Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503, 504 and 508 (Conciliation Officer: G. R. Currie).

4. Hill the Mover (Canada) Limited, Montreal, and Transport Drivers, Warehousemen and Helpers' Union, Local 106 International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Duquette).

5. Radio Station CKVL, Verdun, Que., and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Duquette).

6. Radio Station CHRS, Quebec City, and National Association of Broadcast Employees and Technicians (Conciliation Officer: R. Duquette).

7. McCabe Grain Company, St. Boniface, Man., and International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: J. S. Gunn).

8. Canadian National Hotels Limited (Chateau Laurier Hotel) and Journeymen Barbers, Hairdressers, Cosmetologists and Proprietors International Union of America (Conciliation Officer: Bernard Wilson).

9. Motorways (Quebec) Limited, Montreal, and Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Duquette).

10. Hill the Mover (Canada) Limited, Toronto, and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: F. J. Ainsborough).

11. Can-Met Explorations Limited, Elliot Lake, and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough).

12. Westmount Moving and Warehousing Limited, Montreal, and Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: R. Duquette).

13. Maple Leaf Milling Company Limited, St. Boniface, Man., and Local 534, Flour and Cereal Division of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

### Settlements by Conciliation Officer

1. National Harbours Board, Prescott, and National Harbours Board Employees' Association of Prescott (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 574).

2. Shipping Federation of Canada Inc., Montreal, and Local 375, International Longshoremen's Association (Conciliation Officer: R. Duquette) (L.G., May, p. 574).

### Appointment of Conciliation Board Refused by Minister of Labour

Hamilton Tug Boat Company Limited and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., Jan., p. 63).

### Conciliation Boards Appointed

1. Eastern Air Lines, Inc. (Traffic Department), Montreal, and International Association of Machinists (Conciliation Officer: R. Trepanier) (L.G., April, p. 453).

2. Consolidated Denison Mines Limited, Spragge, Ont., and Local 796, International Union of Operating Engineers (Conciliation Officer: F. J. Ainsborough) (L.G., May, p. 574).

3. Shipping Federation of British Columbia and International Longshoremen's and Warehousemen's Union, Locals 501, 502, 503, 504 and 508 (Conciliation Officer: G. R. Currie) (see above).

4. Atomic Energy of Canada, Chalk River, and Atomic Energy Allied Council (Conciliation Officer: F. J. Ainsborough) (see above).

5. Faraday Uranium Mines Limited, Bancroft, Ont., and Local 1006, International Union of Mine, Mill and Smelter Workers (Conciliation Officer: F. J. Ainsborough) (see above).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in March to deal with matters in dispute between Consolidated Denison Mines Limited, Spragge, Ont., and Local 1001, Blind River, and District Mine and Mill Workers, International Union of Mine, Mill and Smelter Workers (L.G., May, p. 574) was fully constituted in April with the appointment of Eric G. Taylor, Toronto, as Chairman. Mr. Taylor was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, Q.C., and Kenneth Woods-worth, both of Toronto, who were previously appointed on the nomination of the company and union respectively.

2. The Board of Conciliation and Investigation established in April to deal with matters in dispute between Eastern Air Lines, Inc. (Traffic Department), Montreal, and International Association of Machinists (see above) was fully constituted in April with the appointment of the Hon. Mr. Justice Andre Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed by the Minister on the joint recommendation of the other two members, Raymond Caron and Roger Provost, both of Montreal, who were previously appointed on the nomination of the company and union respectively.

### Settlement before Board Fully Constituted

Vancouver Hotel Company (Canadian National Railways-Canadian Pacific Railway Company) and International Union of Operating Engineers, Local 882; International Association of Machinists, Local 692; United Association of the Plumbing and Pipefitting Industry, Local 170; International Brotherhood of Electrical Workers, Local 213 (L.G., Oct., p. 1272).

### Settlement following Board Procedure

Eldorado Mining and Refining Limited (Beaverlodge Operations) and Local 913, International Union of Mine, Mill and Smelter Workers (L.G., Feb., p. 176).

Extension for another three years of the industry-wide contracts which cover the men's and boys' clothing industry in the United States was announced last month by the Amalgamated Clothing Workers and the Clothing Manufacturers Association.

The union did not press for a wage increase this year on account of present

conditions in the industry. The new agreement, however, provides for annual wage reopenings. Last year the union obtained an increase of 12½ cents an hour, as well as improved insurance benefits.

Fringe benefits in the new contract include provision for an eighth paid holiday, an increase in hospital benefits, and the raising of sick benefits.

# Canadian Railway Board of Adjustment No. 1

## Releases Decisions in Six Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decisions in six cases heard on April 9.

One case concerned a dispute regarding payment for rest periods at away-from-home terminals for certain employees; the second concerned a protest against the dismissal of a brakeman for reporting on duty in an intoxicated condition; the third referred to the claim of a brakeman for mileage which had been denied him; the fourth referred to a claim by a brakeman for runarounds which he contended had been improperly assigned to other men; the fifth concerned a protest against discipline of 20 demerit marks assessed against a brakeman in connection with a burned journal box; and the sixth had reference to another claim for runaround by two brakemen.

In the first, third and fifth cases the contention of the employees was sustained; in the second and sixth cases the contention of the employees was not sustained; and in the fourth case the contention of the employees was not sustained in respect to compensation claimed.

The six disputes and decisions are summarized here:

**Case No. 676—***Dispute between the Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen concerning interpretation of Article 3 of the agreement between the Company and the Brotherhood in regard to the crediting of "hours of service".*

An unassigned Montreal District dining car crew was ordered to handle a special party from Detroit to Toronto. On arrival at Toronto the crew was released from duty for four hours and 15 minutes, and on the return trip the men were again released for four hours in Toronto.

An article of the agreement between the company and the Brotherhood states that: "Time will be computed as continuous from time required to report for duty at designated terminal until released at other designated terminal, subject to deductions for rest periods enroute and at turnaround point. No deduction for release time less than two hours will be made." Another article defines rest periods.

The employees contended that the only deductions allowable under these articles were rest periods en route between the hours of 10 p.m. and 6 a.m., and rest at turnaround point.

The Company, in support of its contention that it had the right to release such crews at away-from-home terminals, quoted an article concerning terminal time at such terminals and asserted that it had always been the practice under the agreement to release employees from duty at away-from-home terminals under this clause.

The contention of the employees was sustained.

**Case No. 677—***Dispute between the Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen concerning the dismissal of a brakeman.*

A brakeman who had been idle in the terminal at about 9:30 a.m. was asked to take a call for fireman's helper on the 4 p.m. yard shift. He agreed to accept the call, and reported for duty at the station, instead of at the engine house, in a taxi at about 4 p.m. in an unfit condition. He was not allowed to go on duty and, after an investigation, was dismissed.

The union maintained that out of 10 witnesses whose statements were taken at the investigation, only two had testified to having smelled alcohol on the brakeman, the other eight having stated that they did not see him drinking alcohol or notice any smell of alcohol. The union argued that at least half the witnesses had been near enough to the brakeman to have smelled liquor; and it stated its belief that the man had been ill, as he had himself said in his statement.

The company contended that the evidence established beyond a doubt that the brakeman had been intoxicated when he reported at the yard office for duty. It suggested that the men who had seen him at the time "knew only too well the cause of the brakeman's condition" and were not much interested in helping him in his alleged illness.

The company also pointed out that the man had been previously employed by the Canadian Pacific Railway Company as yardmaster and had been dismissed for the same reason. After having been promoted to conductor in March 1945 he had been dismissed from the Algoma Central in February 1952 for the same offence. He had been reinstated in May of the same year "on a compassionate basis". He had again been dismissed in February 1953 on account of an accumulation of demerit marks for various offences, with dismissal action deferred.

The contention of the employees was not sustained.

**Case No. 678**—*Dispute between Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen concerning a brakeman's claim for mileage.*

A brakeman, qualified as a conductor, had failed to report for an oral examination when ordered. He was therefore withdrawn from service until he had done so.

Two days before the date appointed for the examination, the brakeman had been called to relieve a conductor but had booked sick and not gone on the call. He returned to duty two days after the date of the examination. He was permitted to resume as a brakeman on a way freight four days later. He claimed mileage earned by two trains of his assignment on the two days following his return to duty.

The company stated that the brakeman had been called under the proper regulations for the relieving job on which he booked sick. Both the yardmaster and the superintendent had refused to excuse him from the call. His booking sick was merely to get out of going on the relieving job, the company contended.

The contention of employees was sustained.

**Case No. 679**—*Dispute between Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen concerning a brakeman's claim for runarounds.*

A brakeman, assigned as a yard helper in a yard shift at the Sault terminal, was not called to pilot Algoma Steel Corporation yard engine movements on Algoma Central yard tracks on two consecutive days. He claimed runarounds for both days.

The employees contended the brakeman, a qualified conductor, had looked for the pilot jobs as spare work for a spare conductor. He was not used and claimed 50 miles runaround done by a yardmaster on the morning of the first day, 100 miles for a runaround by another yardmaster in the afternoon of the same day, and 100 miles runaround by a yard conductor on the second day.

The employees maintained that the brakeman, the senior qualified brakeman desiring the pilot job, should have been used as a pilot, not the yardmasters nor the yard conductor on his day off, especially when he was junior to the brakeman.

The company contention quoted from an article of the schedule that defined a "train" as "an engine or more than one engine coupled, with or without cars, displaying markers".

The code of Operating Rules defines a pilot as "an employee assigned to a train

when the engineman or conductor, or both, are not fully acquainted with the physical characteristics or rules of the railway, or portion of the railway, over which the train is to be moved," the company pointed out.

An engine assigned to yard service and working within yard limits is not a train, it contended. A pilot was not required for such movements, which could and were made safely under the direction of the yardmasters. No violation of any article of the schedule, the company argued, had been made.

The evidence, the Board stated, revealed an improper disregard of the rights of the yardmen. The evidence also showed the employees' claim, as submitted, lacked support.

The Board further said its understanding was that the Algoma Steel Corporation crew was entitled to a pilot as set forth in the Code of Operating Rules.

The contention of the employees was not sustained in respect to the compensation claimed.

**Case No. 680**—*Dispute between Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen concerning discipline of 20 demerit marks assessed a brakeman in connection with a burned journal.*

A train running as an extra after being derailed, when flagged by an assistant superintendent to report that horses were on the right-of-way, was told of a hot box that had not been seen by the crew. Because of the derailment, the crew had been on duty approximately 20 hours.

The head-end brakeman examined the hot box and applied a cooling compound. The conductor advised him to set the car off if there was any further trouble with the journal.

Six miles on, the box was smoking and after another  $8\frac{1}{2}$  miles broke into flame when being set off into a siding.

The company contended that the journal should have been examined when it was smoking and the train stopped immediately when it broke into flame. The engineman and head-end brakeman were held responsible for the burning of the journal and were disciplined 20 demerit marks.

The crew would have been justified in setting off the car with the hot box at the first siding after being told of it; in electing to take the car through, they assumed responsibility for protecting it, the company asserted.

The Brotherhood contended that the brakeman had taken necessary precautions to correct the hot box when he became aware of its existence, by applying the

(Continued on page 745)

# LABOUR LAW

## Legal Decisions Affecting Labour

Ontario court holds that police officer may not be dismissed without a hearing. British Columbia court finds union to be a suable entity

Dealing with a question put to the court under the Constitutional Questions Act, the Ontario Court of Appeal held that there is no relation of master and servant between a municipal council or board and a police officer, and that a police officer may not be dismissed except in accordance with the terms of the Police Act, which expressly provides for a hearing.

In connection with an application for an injunction against a trade union for unlawful interference, the union sought to have the writ rejected on the grounds that it could not be sued in its own name as a legal entity. Mr. Justice Wilson held that British Columbia decisions clearly established that a union may be sued if the cause of action arises out of what may be a breach of the Labour Relations Act.

### Ontario Court of Appeal . . .

. . . rules that a municipal council has no power to dismiss a police officer except after a hearing

On January 7, 1957, Ontario Court of Appeal ruled that a municipal council has no authority to dismiss a chief constable or other police officer appointed by it except after a hearing as expressly provided by Regulation 18 made under the Police Act.

The Court also ruled that there is no relation of master and servant between a municipal council or Board of Police Commissioners and a member of a police force appointed under Part II of the Police Act. A policeman exercises duties of a public nature, he is a ministerial officer exercising statutory duties independently of contract.

The judgment of the Court was delivered by Mr. Justice Laidlaw, who related that pursuant to the provisions of the Constitutional Questions Act, 1950, and an Order in Council dated October 25, 1956, the following question was referred to the Court of Appeal for hearing and consideration:

Has a Municipal Council power to dismiss a chief constable or other police officer

appointed by the Council, without a hearing as provided by the Police Act and the regulations made thereunder?

The answer of the Court was in the negative, and the reasons for that answer were as follows:

First, the Court considered the status of a member of a police force and his relation to the Municipal Council, Board of Commissioners of Police, or other authority by whom he is appointed.

The responsibility for the maintenance of law and order and for providing and maintaining an adequate police force is placed on every city and town and on every village and township having a specified density of population and real property assessment.

Every city must have a Board of Commissioners of Police; every county and town and any village or township having a population in excess of 5,000 may constitute such a Board. The members of a police force are appointed by the Board, and where there is no Board the appointments are made by the municipal councils.

Notwithstanding the facts that the establishment, maintenance and remuneration of a police force is provided by the municipalities, and that the appointment of members of a police force of a municipality is made by the Board of Commissioners of Police or by a council of municipality having no Board, no member of such police force is an employee or servant of the municipality.

The Board is empowered to make regulations "for the government of the police force, for preventing neglect or abuse, and for rendering it efficient in the discharge of its duties". Further, the Police Act provides that "the members of the police force

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

shall be subject to the government of the board and shall obey its lawful direction" (s. 15). However, the regulations which the Board may make are expressly limited in scope. The Board cannot make regulations inconsistent with regulations made by the Lieutenant-Governor in Council, pursuant to s. 60 of the Act (s. 14).

While members of a police force must obey "the lawful direction" of the Board, neither the Board nor a municipality not having a Board can lawfully give directions to any member of a police force prescribing the duties of his office. Those duties are set forth in s. 45 of the Act as follows:

Preserving the peace, preventing robberies and other crimes and offences, including offences against the by-laws of the municipality, and apprehending offenders, and laying informations before the proper tribunal, and prosecuting and aiding in the prosecuting of offenders... and... all the duties and responsibilities that belong to constables.

Those duties are not prescribed by the municipality or a Board by which a police officer has been appointed but they are imposed by statute, and are of a public nature and the manner in which they are performed is of public concern. Thus, the Attorney General may, as a matter of administration of justice in the province, with or without a request from a council of a municipality, require an investigation and report to be made to him "upon the conduct of any chief constable, constable, police officer, special constable or by-law enforcement officer... of any municipality" (s. 46 (1)). Also it should be noted that every police officer (except a special constable or a by-law enforcement officer) is given by statute "authority to act as a constable throughout Ontario" (s. 44).

In conclusion Mr. Justice Laidlaw stated that the relation of master and servant does not exist in law as between a municipality or a Board and a member of a police force appointed under Part II of the Police Act. The true position of such a police officer is stated by Viscount Simonds in *A.G. N.S.W. v. Perpetual Trustee Co.* (1955) A.C. 457 at pp. 489-90, as follows:

There is a fundamental difference between the domestic relation of servant and master and that of the holder of a public office and the state which he is said to serve. The constable falls within the latter category. His authority is original, not delegated, and is exercised at his own discretion by virtue of his office; he is a ministerial officer exercising statutory rights independently of contract.

Under Section 60 (1) (a) of the Police Act the Lieutenant-Governor in Council may make regulations "for the government

of the police forces and governing the conduct, duties, suspension and dismissal of members of police forces". In the opinion of the Court, those regulations are intended to be of universal application to all members of police forces in the province, and the subject of "dismissal of members of police forces" includes matters of procedure leading to such dismissal and the power to prescribe by regulation that no police officer shall be dismissed "except after a hearing".

Pursuant to the power contained in s. 60 (1) of the Police Act the Lieutenant-Governor made regulations 174/51 as amended by O. Reg. 55/53, and O. Reg. 37/56.

Regulation 14 provides that a member of a police force guilty of an offence against the code may be punished by dismissal as well as by other measures.

Regulation 18 provides expressly that "no chief constable, constable or other police officer shall be subject to any penalty mentioned in regulation 14 except after a hearing". The same article expressly preserved the authority of a municipal council or Board in certain cases; however, in the opinion of the Court, it is plain that "dismissal" is one of the penalties mentioned in Regulation 14, and that no chief constable, constable or other police officer shall be subject to dismissal except after a hearing. Each of them has a right in law to a hearing as provided in the regulations, and cannot be deprived of that right by an act of a municipality or board of commissioners of police.

In the case of a chief constable, the hearing must be given by a council, or where there is a board, by the board (Reg. 17). In the case of a constable or other police officer, the hearing must be given by a chief constable, or it may be given in the first instance by a council or by a board.

Mr. Justice Laidlaw added:

Regulation 18 expressly includes a chief constable and his right to a hearing as provided therein is equal to that of any constable or other police officer. None of them is subject to dismissal from office except after a hearing and, therefore, none of them holds office at the pleasure of a council or a Board of Commissioners of Police. That conclusion is made abundantly plain from the early legislation and amendments made from time to time respecting police forces.

The attention of the Court was directed to section 28 (k) of the Interpretation Act, containing a provision that "words authorizing the appointment of any public officer... shall include the power of removing him... in the discretion of the authority in whom the power of appointment is vested". In the

opinion of the Court, that provision is not applicable if a contrary intention appears in the legislation under consideration.

The intention that no member of a police force, including a chief constable, shall be dismissed from his office except after a hearing, as provided by Part I of the regulations made by the Lieutenant-Governor in Council, is plain, and that intention is contrary to the implied provision in s. 28 (k) of the *Interpretation Act* authorizing a municipal council or Board of Commissioners, in the exercise of a discretion given by that provision to remove a member of a police force.

Counsel for the town of Grimsby, while conceding that a municipal council or a board has no authority to dismiss a police officer without a hearing as provided in the regulations, contended that under the Order in Council passed pursuant to s. 60 (1) of the Police Act, there are "two classes of police officers, namely, a chief constable or other police officer". He argued that a chief constable is in a different class from any other member of a police force and is liable to dismissal without a hearing by a council or a board.

The Court rejected this contention on the ground that a chief constable is a member of a police force and, as such, is entitled to all those rights and privileges given by law to all members of such force. His position, his duties and his authority throughout the province are the same as any other member of a police force appointed by a council or board, and the fact that he is a chief constable in a force does not deprive him of any of his rights or privileges.

Another argument put forward by counsel for the town of Grimsby was that "the regulations, being procedural, are not exclusive and do not purport to exclude the power of a council to deal with a chief constable who has not committed an offence against the code but who is not directing or administering the police force, that is, carrying out the council's responsibility for the policing of and maintenance of law and order in the municipality, in a manner approved or acceptable to the council".

And finally, "the provision of Section 28 (k) of the *Interpretation Act*, and Section 256 of the *Municipal Act*, establish and provide a residual power in the council not abrogated or repealed by the Police Act, to dismiss a chief constable".

The Court did not accept either of those arguments. In its opinion, it was the intention of the Legislature that a council should not possess authority to dismiss a chief constable, constable or other

police officer except after a hearing as expressly provided in regulation 18, and there is no "residual power in the council" under s. 28 (k) of the *Interpretation Act* and s. 256 of the *Municipal Act* which enables them to dismiss any such officer at pleasure or without a hearing. *Reference re Power of Municipal Council to dismiss a chief constable or other police officer without a hearing* (1957) 7 DLR (2d) 222.

## Supreme Court of British Columbia . . .

. . . finds trade union a suable entity if the cause of action is a breach of the Labour Relations Act

On December 5, 1956, the Supreme Court of British Columbia ruled that a trade union coming within the definition of trade union in the British Columbia Labour Relations Act may be sued as *persona juridica*, whether or not it is a certified agency, and be subject to the court ruling in connection with a motion for an injunction against unlawful interference.

The facts of the case were related by Mr. Justice Wilson in his reasons for decision.

Therien, the plaintiff, operates in Vancouver his own business under the firm name of Safeway Trucking. He is not a wage earner and, as operator of the business, he owns, operates and contracts with one tractor front end loader, one D4 caterpillar, and four trucks. He drives one of the trucks himself and he has employees to operate the other equipment. He was told by the officials of Local 213 of the International Brotherhood of Teamsters that he must join the union or the truck he was driving would not be allowed to work.

An official of the defendant union told the general manager of City Construction Co. that "should the said company continue to permit the plaintiff to drive his own truck while he was not a member of the defendant's union, picket lines would be placed on any of the jobs of the said company upon which the plaintiff was working". As the result of this conversation the City Construction Co. discontinued hiring the truck belonging to the plaintiff which the plaintiff was driving.

As the result of these happenings the plaintiff brought a claim against Local 213 of the Teamsters Union for damages for unlawful interference with his occupation, livelihood and the conduct of his business, and for an order restraining Local 213, its officers, servants and agents, from continuing such interference.

The defendant trade union presented an application to reject the writ on the ground

that the defendant union is not a suable entity, and, if there is a cause of action, a representative action should be taken.

The plaintiff, in his suit, relied on sections 2, 4, 6 of the Labour Relations Act, 1954, c. 17 which replaced the Industrial Conciliation and Arbitration Act of 1948.

Section 4 (1): No employer or employer's organization and no person acting on behalf of an employer or employers' organization, shall participate in or interfere with the formation or administration of a trade union or contribute financial or other support to it.

Section 6: No trade union, employers' organization, or person shall use coercion or intimidation of any kind that could reasonably have the effect of compelling or inducing any person to become or refrain from becoming, or to continue or to cease to be, a member of a trade union.

The definition of employer in section 2 reads thus: "a person who employs one or more than one employee". The definition of a trade union in section 2 reads as follows:

A local or provincial organization or association of employees, or a local or provincial branch of a national or international organization or association of employees within the Province, that has as one of its purposes the regulation in the Province of relations between employers and employees through collective bargaining, but does not include any organization or association of employees that is dominated or influenced by an employer.

These provisions of the Labour Relations Act are the same as those contained in the repealed Industrial Conciliation and Arbitration Act. Counsel for the plaintiff contended that:

1. He (the plaintiff) is an employer, as defined in the Act. Therefore, he would offend against the provisions of s. 4 (1) already quoted, if he joined the union.

2. The defendant is a trade union as defined by the Act.

3. The defendant's actions amount under section 6 to coercion and intimidation to compel him to join the union, and are doubly objectionable in that they seek to force him to do a thing which he is, by s. 4 (1), enjoined from doing.

In Mr. Justice Wilson's opinion, there were three questions to be answered:

1. Has the plaintiff set up facts which can (not must) establish breaches of the provisions of the Labour Relations Act giving the plaintiff a cause of action.

2. Has the plaintiff set up allegations upon which the defendant can (not must) be found to be a trade union as defined in the Industrial Relations Act.

3. If the answer to either of these two questions is in the negative the defendants' application (to reject plaintiff's action)

must succeed. But if both are answered affirmatively then the third question is: Can the plaintiff then sue the union as a juridical entity?

Regarding the first question, in the opinion of the Court, it is clear that the plaintiff set up breaches by the defendant union of the Labour Relations Act which could give him a cause of action.

In respect of the second proposition the Court found that the defendant union may be a trade union as defined in the Labour Relations Act.

In this connection Mr. Justice Wilson first quoted from the affidavit of Edward W. Lawson, business agent of the defendant union: "that the said Local No. 213 is a trade union having its head office... and is not a human person, nor a partnership nor a body corporate or politic but is an unincorporated association of workmen formed primarily to regulate wages and conditions of employment between its members and various employers within the Province of British Columbia, and generally to advance the interests of its members".

In the opinion of the Court this statement, considered with the definition of a union in section 2, brings the union clearly within the scope of the judgment of the Court of Appeal, delivered by Mr. Justice Smith in *Vancouver Machinery Depot v. United Steelworkers of America* (1948) 4 D.L.R. 518, from which the judge quoted the following passage:

This brings me to the cross-appeal. The learned judge dismissed the international union, the United Steelworkers of America, from the action, holding that although the other unions were suable entities because they had been appointed bargaining authorities under the aforesaid *Industrial Conciliation and Arbitration Act*, 1947, the international union was not so appointed and therefore never became an entity that could be sued... But I think the like result follows even if the union has not been actually appointed a bargaining agent; the mere fact that it could be appointed would appear to be sufficient. It seems to me that it would lead to all sorts of anomalies if a union's legal status under the Act was conferred merely by its being chosen to represent a group of workers. The matter of the status of a union as a legal entity, either at large or limited in purpose, depends upon the recognition and definition by the Legislature of its capacity. This seems to be clearly indicated in *Taff Vale R. Co. of Amalgamated Soc. of Ry. Servants*, (1901) A.C. 426. I refer to the reasoning at p. 430 of Farwell J. whose views were approved by the House of Lords.

I therefore hold that the international union is created a *person juridica* by the *Industrial Conciliation and Arbitration Act*, 1947, for the purpose of implementing that Act and for causes of action that may possibly be founded directly upon its provisions or a branch thereof, as I have already

mentioned. It follows, in consequence, that the order made dismissing it from the action was premature at this inchoate stage of the proceedings below.

Mr. Justice Wilson noted that the definition of a trade union given in the Industrial Conciliation and Arbitration Act of 1947 is similar to that in the Labour Relations Act which replaced the former act, and he concluded:

I say that if the International union referred to by Sidney Smith J.A. might be a *persona juridica*, so may the defendant union in the present case be a *persona juridica*.

As to the third question, whether the plaintiff can sue the union as a juridical entity, the answer of the Court was affirmative. In support of this ruling the judge quoted from the *Vancouver Machinery Depot v. United Steelworkers of America* (1948) 4 D.L.R. 522, the following passage:

It is, of course, true we did say that the international union was created a *persona juridica* by the terms of the *Industrial Conciliation and Arbitration Act*, 1947, "for the

purposes of that Act and for causes of action that may possibly be founded directly upon its provisions or a breach thereof". Assuming, without so deciding, that a possible cause of action could be based on the terms of the Act—or a breach thereof—it then follows that the international union would be called upon to plead thereto as a *persona juridica*. That is so because of our previous judgment in *Re Patterson & Nanaimo Dry Cleaning & Laundry Workers Union*, *supra*—a judgment which, at present,, is binding in this Province...

In conclusion Mr. Justice Wilson rejected the defendant's application on the grounds that the defendant appears to be a trade union, and since it has been sued in respect of what may be breaches of the Labour Relations Act, then, the union has to plead thereto as a *persona juridica*; consequently he decided to entertain the plaintiff's motion for an injunction and fixed the date for a hearing. *Therien v. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers, Building Material, Construction and Fuel Truck Drivers, Local No. 213* (1957) 6 D.L.R. (2d) 746.

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## Recent Regulations, Federal and Provincial

Minimum wage rates raised in Quebec. Mines safety regulations revised in Newfoundland. Amended regulations in Ontario require provision of first-aid room wherever 200 or more persons are working in one place

In Quebec, the revised general minimum wage order raised minimum wages to 60 cents an hour in Zone I, 55 cents in Zone II and 50 cents in Zone III and extended the weekly rest to establishments without a fixed work-week. A second order increased minimum wages in forest operations by approximately 15 per cent.

A new special order fixed minimum hourly rates of 55 cents, 50 cents and 45 cents, respectively, for the three zones for employees in hotels, restaurants, hospitals and real estate undertakings.

The revised Mines (Safety of Workmen) Regulations issued in Newfoundland set out new safety provisions with respect to internal combustion engines, explosives and electricity.

Regulations under the federal Territorial Lands Act contain safety provisions for gas and oil wells in the Northwest Territories and in the Yukon Territory.

Amendments to the regulations under the Ontario Workmen's Compensation Act require a first-aid room to be provided wherever 200 or more persons are working in one place.

Other regulations deal with mothers' allowances under the Manitoba Child Welfare Act, the filing of a second application for certification under the Newfoundland Labour Act, wages of apprentice lathers and plasterers in Manitoba, and requirements for tavern waiters' licences in Nova Scotia.

### FEDERAL

Regulations under the Territorial Lands Act respecting oil and gas wells in the Northwest Territories and in the Yukon Territory approved by P.C. 1957-521 were gazetted April 24, replacing regulations authorized by P.C. 1954-174 of November 18, 1954.

The Territorial Lands Act applies to lands in the Northwest Territories and in the Yukon Territory that are vested in the Crown or of which the Government of Canada has power to dispose. Among other provisions, the Act authorizes the Governor in Council not only to make regulations for the leasing of mining rights in, under or upon territorial lands, but also to make regulations or orders with respect to any question affecting territorial lands.

The new regulations, which are to be cited as the "Territorial Oil and Gas Regulations," set out the requirements for exploratory licences and permits, provide for inspection and lay down rules with respect to drilling. In addition, they set out safety regulations similar to those issued by the Alberta Compensation Board for the oil well drilling industry (L.G. 1953, p. 588).

The regulations lay down the general requirement that every person who operates a drilling rig must take all necessary and reasonable measures to enforce the regulations and to ensure that they are observed by every employee.

Toolpushers and drillers are to obey such regulations as are applicable to their work and see that they are observed by workmen under their supervision.

Another general rule provides that any derricks, buildings, draw works, links, elevators, tongs, machinery, tools or other equipment must be constructed, protected, placed and operated so as to afford reasonable safety from accidents to persons employed in or around wells. The regulations also specify that spudding in or drilling operations at any oil or gas well are not to be performed until all moving parts of machinery are securely guarded and until all stairways, handrails and escape lines with escape buggy installed at the derrick platforms are properly installed and fastened in position.

In addition to these general provisions, more specific rules are set out covering such matters as derricks, ladders and stairways, safety belts and lines, protective clothing, oil and gas storage, electrical installations, fire prevention, hoisting, first aid, explosives and inspection.

The Minister of Northern Affairs and National Resources is responsible for the administration of these regulations. An officer of his Department, the Oil Conservation Engineer, has specific functions under the regulations, such as the approval of equipment. Any person authorized by the Minister to make inspections who observes unsafe working conditions not specifically covered by the regulations may require the situation to be corrected.

## PROVINCIAL

### Manitoba Apprenticeship Act

Rules relating to the plasterers' and lathers' trades made under the Apprenticeship Act by Man. Reg. 44/49 were amended with respect to apprentices' wage rates by Man. Reg. 27/57, effective May 1.

For wage rate purposes the four-year period of apprenticeship is now divided into

eight periods of six months rather than four periods of 12 months, as previously. The starting rate for an apprentice is not less than 35 per cent of the journeyman's rate, and the percentage rate is increased by 5 per cent every six months, with the result that in the last six months of the apprenticeship period the apprentice is to receive a minimum of 70 per cent of the journeyman's rate. Previously, the starting rate was 30 per cent, with increases of 10 per cent each year, so that for the fourth year the minimum rate for an apprentice was 60 per cent of the journeyman's rate.

### Manitoba Child Welfare Act

#### Mothers' Allowances

New regulations (Man. Reg. 20/57) were issued under the Manitoba Child Welfare Act stating the maximum rates of monthly allowances payable under Part III of the Act, the requirements for eligibility, the procedure for granting allowances, and the powers of the Director of Public Welfare. These regulations, effective April 1, 1957, replaced Manitoba Regulations 94/45, 38/46, 19/47, 33/48 and 19/52.

Part I deals with the rates of allowances payable with respect to bereaved and dependent children. "Bereaved and dependent child" is defined in the legislation to mean:

any child in the province, who, because of the death of both parents, or the death of the father, or confinement of the father in a hospital for mental diseases, or the total and permanent physical disability of the father, is likely to suffer because of lack of means to have proper care supplied.

The allowance is available only in respect to a child 14 years of age and under, but may be continued beyond 14 years of age if the child is not capable of self support on account of mental or physical incapacity.

Maximum monthly allowances, excluding allowances for winter fuel, range from \$51 for one parent with one enrolled child to \$150 for one parent with seven or more enrolled children. If the second parent is in the home, this maximum allowance may be increased by \$17.25, which is the allowance for food and clothing for an adult when granted in accordance with these regulations. The term "parent" includes any adult in charge of or having the custody of the children.

The allowances mentioned above are calculated on the basis of monthly allowances provided for: food and clothing; rent or interest, taxes, insurance and repairs in lieu of rent; operating expenses, e.g., kitchen fuel, light, water, cleaning, recreation and equipment.

The allowance for food and clothing depends on the age of a child. A child one to six years of age is entitled to a monthly maximum allowance of \$7.75 for food, and \$2.25 for clothing, a total of \$10. A child of seven to 11 years would receive a total of \$13. A second parent living in the home may receive \$11.75 as a maximum for food, and \$5.50 for clothing, a total of \$17.25. In cases of families with three or more children, a deduction of \$1 is made for each child starting with the fourth.

The maximum allowance for rent or interest, taxes, etc., but exclusive of winter fuel, depends on the number of children at home in a family. For a family with one child, the maximum allowance is \$12; with two children, \$20.50; with five or more children, \$27.50.

The maximum allowance for operating expenses is calculated according to the number of children and the kind of lodgings and varies from \$5 to \$8.50.

The extra allowance for winter fuel may be paid for seven months in any one year ranging from \$12 (a family of one child in a house or of two to three children in unheated rooms) to \$22 (a family of six or more children in a house).

A monthly allowance is computed in each case by the Director of Public Welfare and has to be within the maximum provided in these regulations. However, the Director may increase the allowance by an amount up to \$25 a month, to provide for the payment of a monthly rent which is in excess of the maximum rent allowances; also the Director may, in addition to the increase providing for extraordinary rent, allow a further increase not to exceed \$25 in any one month if the maximum allowances for items other than rent are insufficient to meet the essential needs of the family.

Part II of the regulations contains the rules and conditions under which bereaved and dependent children may be enrolled for monthly allowances and under which the enrolment may be rescinded. In addition to the provisions of the Act, the regulations set forth a number of requirements for eligibility for allowance.

A mother who receives and administers the allowance has to be of good moral character, otherwise the allowance may be cancelled or administered as authorized by the Director; she has to live in the municipality in which she had legal residence at the time of enrolment, unless permission was granted by the Director, with the approval of the Minister, to move to another municipality; when an application for allowance is made, the mother of the child has to have had legal residence in the

province at the time she was deserted by her husband. An allowance is not payable when the assets belonging to mother or father or children and available for the maintenance of the child or children exceed three thousand dollars.

The regulations state that the allowance is to be paid: (a) to the mother who complies with the requirements of these regulations, or (b) to any person authorized by the Director to have the care and custody of such child or children if the mother is not living or is confined to a hospital for mental diseases, or is physically or mentally incapacitated or (c) to the mother or such other person as the Director may authorize under supervision having in consideration the best interest of the beneficiaries.

### Newfoundland Labour Relations Act

An amendment to the rules of the Newfoundland Labour Relations Board approved by the Lieutenant-Governor in Council on November 30 was gazetted April 16. It provides that if an application for certification has been refused, a further application may not be filed on behalf of the same unit or substantially the same unit of employees until a period of six months has elapsed, except by special permission of the Board.

The former regulations stated that special permission to file a second application within a six-month period could be given only if the Board considered that the previous application had been rejected on account of a technical error or omission.

### Newfoundland Regulations of Mines Act

In Newfoundland, where mining activity has increased greatly in recent years, particularly in the Quebec-Labrador region, new regulations, to be cited as the "Mines (Safety of Workmen) Regulations, 1957," have been issued under the Regulation of Mines Act. The new regulations, which were gazetted April 2, to take effect July 1, replace regulations which were appended to the Act when it was passed in 1951 (L.G. 1951, p. 1684).

The regulations apply to all mines, quarries, sand, clay or gravel pits, to machinery, plants and buildings, below or above ground, used in connection with the mine, including concentrating mills and metallurgical works, but not including office buildings, cook-houses, bunkhouses and recreational centres.

The new regulations expressly state that the Minister of Mines and Resources may, under special circumstances, suspend any of the provisions for a fixed period upon the recommendation of the chief inspector.

New safety provisions are set out with respect to mining methods in underground workings, internal combustion engines, and protective clothing; and the section on electrical rules has been revised, most of the changes conforming to the rules of the CSA Code (C.22.5 No. 1—1949 Use of Electricity in Metalliferous and Industrial Mineral Mines and Quarries).

The other safety rules are similar to the previous regulations in many respects, although they have been re-arranged and clarified. They cover mining methods in open-cast workings, shaft construction, cages and skips, hoisting, signals, ventilation, building standards, first aid, fire protection, hygiene, boilers and pressure vessels, explosives and other matters.

#### *Age Requirements*

The age requirements continue to be among the highest in Canada. The regulations not only prohibit the employment of women and girls, except for office or laboratory work, and forbid boys under 18 to work underground, but also set age limits for particularly dangerous work and for work on which the safety of others depends.

No person under 20 years may be put in charge of machinery used for hoisting, lifting or haulage or be made responsible for charging blasting holes with explosives or for the firing of explosives in blasting holes or be entrusted with the transmission of signals and orders for putting machines in motion. The person in charge of hoists used for hoisting or lowering workmen in a mine or in workings connected with a mine must be at least 21 years.

#### *General Provisions*

Among the general rules is a provision requiring the walls, roofs and faces of all working areas and travelways to be scaled and freed of loose or fissured rocks and stones so as to present no hazard to the workmen. The operator is also required to provide proper scaling equipment.

When the enclosing rocks are not safe, slopes, shafts, winzes, levels, and other underground workings in use are to be properly timbered, cased or lined. The manager must not permit any person to work near a pit-wall until it has been examined and pronounced safe by the foreman in charge of the crew.

Every working mine must be provided with suitable pumps to prevent an accumulation of water which might endanger the lives of workmen in the mine or in an adjoining mine.

Any mine designated by the chief inspector must be provided with equipment for introducing ethyl mercaptan or other ap-

proved warning gas into the mine workings. Unused workings are to be tested for gas before being used again and only workmen making the examination may enter before the mine has been pronounced safe.

Operators are again required to provide sufficient life-lines for the workmen. Every person working in a dangerous place must wear his life-line continually. If the employee is engaged in work on the wall of a pit, the life-line must be snubbed to a solid anchor above the working place and must be under the constant supervision of a snub-tender.

#### *Underground Workings*

A new rule with respect to methods of mining in underground workings provides that every method practised in a mine must be safe and applicable to the structure of the ore deposit or part of the deposit being mined. Another new provision states that the chief inspector may order the manager to stop practising a method which an inspector considers to be unsafe or inapplicable.

Among the precautionary measures set out for underground workings is a provision which requires a person entering a storage place to wear a safety belt with an attached and anchored life-line that is to be attended by a second person. Another provides that no stopping may be done within 20 feet of a shaft used for hoisting men or material except when the shaft is to be abandoned and the chief inspector has been notified.

Except when preliminary work is going on, every mine must be provided with at least two emergency exits. In workings driven after these regulations come into force, the passageways are to be at least 200 feet apart and their surface outlets are to be in separate buildings.

#### *Open-Cast Workings*

As formerly, undercutting is prohibited when working in sand, gravel and unconsolidated materials, except in pits where the material is excavated and loaded solely by mechanical means.

Unless the chief inspector orders otherwise, all open-cut workings over 100 feet in depth must be worked in benches not more than 65 feet high, with the width exceeding the height of the face above. The regulations also require operators to see that all loose material lying within six feet from the edge of working faces in all pits is removed and that all overburden beyond this strip is sloped to the natural angle of repose.

#### *Shafts*

With respect to shaft manways, the regulations provide that once the new rules come into force, every shaft more than 100 feet deep must be divided into two or more

compartments, one of which is to be used as a passageway. The passageway is to be closely boarded off from the part of the shaft in which material is hoisted.

During shaft-sinking operations, the lower part of a shaft must be provided with a movable ladder, which is to be left in position as long as men are working at the bottom. A set of doors to cover the sinking compartments are to be maintained at the collar or other parts of service of the shaft or winze; the doors are to be closed whenever material is loaded into or unloaded from a shaft conveyance.

As formerly, persons are prohibited from riding on a loaded bucket.

#### *Cages and Skips*

Some minor changes were noted in the rules respecting cages and skips, one of which provides that in vertical shafts, safety cages used to carry passengers must be equipped with the prescribed safety devices. Formerly, this rule applied in vertical shafts more than 400 feet deep.

Another change is that the prohibition against travelling in a bucket, skip or cage loaded with explosives, pipe, drill steel, rails, and timber, except for the purpose of handling these materials, now extends to travelling with other material and equipment.

#### *Hoisting*

A new safety provision with respect to hoists states that in every shaft or slope more than 600 feet deep, the hoistman must be given adequate warning of the arrival of the bucket, skip, cage or trip of cars. Under the previous regulations approach warning signals were required only on shafts more than 600 feet deep and when buckets, skips or cages were approaching.

As formerly, the regulations provide for inspection of all new installations and modifications of existing installations and prescribe periodic inspections for all parts of the hoisting equipment, for overwind devices and for ropes.

A hoistman's log book must be kept at every shaft or slope. Daily reports of working conditions are to be entered, as well as results of tests of overwind devices and brakes.

The same qualifications are set out for hoistmen as formerly. No one may operate a hoisting engine used in shaft sinking or to hoist persons unless he has had at least one month's experience on a reversing hoist. He must also have a medical certificate from a duly qualified medical practitioner stating that he has been examined within the previous 12 months and found mentally and physically fit and free of defects of eyesight and hearing which, in the per-

formance of his duties, might endanger the safety of his fellow employees.

A special type of rope record book is now prescribed but there is no change in the information to be recorded. Rules are again set out with regard to factor of safety of ropes both for new ropes and those presently in use. Tests are required when a hoisting rope is installed and every six months thereafter.

#### *Internal Combustion Engines*

Internal combustion engines may now be operated underground provided certain strict conditions are met. The written approval of the chief inspector must be obtained and will be granted only if the engine meets the specifications of, and has been certified for use by, the Federal Department of Mines and Technical Surveys, the United States Bureau of Mines or the Safety and Mines Research Establishment of the British Ministry of Fuel at Derbyshire, England.

As regards exhaust gases, the regulations state that the chief inspector may suspend or forbid the operation of any internal combustion engine which produces noxious exhaust gases in excess of specified amounts. Permission to operate an internal combustion engine underground may also be withheld, suspended or revoked by the chief inspector if the oxygen content of the general atmosphere of the mine is less than 20 per cent or if the operation would create an explosion or fire hazard or would endanger the health of the workmen.

Approval to operate an internal combustion engine underground may not be given unless the mine has a positive ventilation system, the regulations specifying the volume of air to be supplied by the ventilation system to every area where the engine may be operated.

Every internal combustion engine operated underground must be equipped with an approved scrubber, which must be of the wet type unless the chief inspector rules otherwise. In addition, the regulations specify that the scrubber must contain only plain fresh water, which is to be changed at least once in each eight-hour shift or as often as may be necessary to maintain the temperature of the exhaust gases below 180° Fahrenheit.

The manager is responsible for seeing that a log book is kept for every internal combustion engine operated underground and for seeing that the carbon monoxide content of the atmosphere adjacent to the shaft and of the exhaust gases at the scrubber, the time of each change of liquid in the scrubber and the remarks of the operator regarding the operating condition

of the engine and of the brakes are recorded once every eight-hour shift.

Once a week, entries showing the condition of the brakes and scrubber connections, the volume of air supplied by the ventilation system to the most remote point where the engine is operated and the location of the point, as well as the signature of the person making the observations, are to be made.

Once every six months, the results of a complete analysis of the atmosphere at the exhaust port of the scrubber, the area adjacent to the engine and at a remote point where the engine is operated, together with the signature of the chief mechanical supervisor of the mine, are to be recorded. In addition, the results of the periodical checks made in accordance with the recommendations of the manufacturer of the engine are to be entered by the person making the inspection.

The regulations provide that internal combustion engine fuel oil must have a flash point of not less than 150° Fahrenheit and also prohibit the use of fuel with a heavy asphalt base in underground operations.

Every engine is to be equipped with a suitable hand operated fire extinguisher which does not produce noxious fumes when used on fires. (Carbon dioxide is not considered a noxious fume for the purpose of this regulation).

To prevent the accumulation of carbon monoxide, at least once every six months, or more often if suggested by an inspector, three samples of air are to be taken from the uppermost recesses of the workings where an internal combustion engine is operating and sent to the chief inspector for testing. Samples from the uppermost and accessible underground regions are to be sent at least once a year.

#### *Ventilation*

The rules respecting ventilation are unchanged, the regulations again providing that either by natural ventilation, where this is possible, or by mechanical means, the air in every mine must contain sufficient oxygen for health and be free from dangerous amounts of harmful impurities, including dust. Where possible, there must be main fans at the surface housed in fireproof structures. Whether underground or on the surface, ventilating fans must be reversible from the surface. In the event of a mine fire, fans may be reversed only by a direct order from the manager or his representative.

#### *Fire Protection*

The regulations prohibit the accumulation underground of inflammable refuse and timber. Oil and grease kept underground must

be in metal containers and must not exceed the requirements for seven days, unless the standard shipping container holds more than seven days' supply, in which case up to 14 days' supply may be stored.

Calcium carbide is to be stored in a dry place at the surface and in its original containers; only sufficient quantity for one day's use may be taken underground. Except for the usual miner's carbide lamp, no acetylene generator may be taken underground. Cylinders of oxygen must be kept in a dry, well-ventilated place and separate from acetylene cylinders. Oxygen and acetylene must not be stored in the same place as inflammable or explosive materials nor come in contact with any source of direct heat. Both types of cylinders must be sent to the surface when exhausted.

All underground rooms must be constructed so as to reduce fire hazards to a minimum. Where necessary, the manager must have a sufficient number of fire doors installed to cut off the shaft from other workings of the mine and see that they are kept in good order at all times.

No person may build a fire underground unless he has received instructions from the manager and fire-fighting equipment has been placed close at hand.

Suitable fire-fighting equipment must be maintained underground and in all buildings, including head-frames. This equipment must be inspected every month by an authorized person, who must send a written report to the manager.

#### *Masks*

The new regulations provide that where applicable the operator must supply masks of a type approved by the chief inspector to every workman exposed to dust, gas or irritating and dangerous fumes. As formerly, the workman is responsible for the daily cleaning of his mask and must report all defects to the manager. The use of another's mask is again prohibited.

The operator must sterilize all masks at least once a week and appoint a competent person to carry out regular inspections. Dust masks are to be inspected at least once a month and apparatus designed for other substances once a week. When not in use, masks are to be protected against dust.

#### *Clothing*

The requirements as regards dress are more specifically set out than formerly, the regulations providing that clothing must be of a design that will not constitute a hazard to the workman in the course of his duties.

Approved protective head covering and heavy boots with protective toe-coverings are to be worn underground. Persons

handling material likely to cause cuts and abrasions must wear gloves. When employed at work where hazards to the eyes exist from flying particles, safety goggles are to be worn. Workmen engaged in any occupation where power driven machines are being operated are forbidden to wear rings.

#### *Explosives*

The new regulations provide that, for the present, explosives must be stored in surface magazines in accordance with the regulations laid down by the Explosives Division of the Mines Branch of the Department of Mines and Technical Surveys of Canada. These regulations also apply when explosives are removed from storage magazines preparatory to use in mines and also when explosives are being handled in packing houses, thaw houses and other places where explosives are held or handled in transit from a storage place to a mine.

Unless approved by the chief inspector, no explosives may be stored, kept, or held in transit in any place in contravention of the British Table of Distances. Only approved explosives may be used underground.

All storage places must be kept meticulously clean, must be substantially built with strong doors and locks and must be clearly marked on the outside with the words "Danger—Explosives". As formerly, the manager is required to appoint a competent person to take charge of magazines and see that only competent persons are allowed to handle explosives. Not more than a 48-hour supply of explosives, including caps and fuses, may be kept underground.

As previously, persons are forbidden to smoke while handling explosives. The use of metallic tools in any hole containing explosives is also prohibited.

A new provision with respect to blasting states that when explosives are fired by electric current, connecting up electric blasting circuits may not be done during an electric storm in open cast workings, nor in shaft-sinking nor in any mining operation where a lightning charge is likely to cause a premature explosion. Before blasting, entrances to blasting places must be effectively guarded and due warning given to all persons in the vicinity. Workmen may not light a fuse in underground workings without having a second light close by.

Once a hole has been charged, it may not be abandoned unless effective attempts have been made to blast it or unforeseen circumstances prevent its being blasted safely. In either case, the hole is to be marked with warning signs on all its approaches, especially those close to fresh drilling. When

a round of holes is fired, the employee is required to count the number of shots exploding and report any misfire to the mine captain or shift boss, who in turn must advise the person in charge of the next relay of workmen.

#### *Electricity*

The regulations with regard to electricity, which are to be known as the "Mining Electrical Code," are more extensive than formerly. As previously indicated, most of the new provisions conform to rules of the CSA Code.

Among other general requirements, the regulations provide that construction, installation, operation, maintenance, repair, change, extension or alteration of any electrical equipment or system must be in charge of an authorized person. The regulations further provide that only authorized persons may do electrical work. The manager is responsible for establishing the competency of electrical workers, including the person in charge.

Only electrical equipment acceptable to the chief inspector may be used, the regulations providing that equipment will be deemed to be approved if acceptable to the Canadian Standards Association.

As formerly, the regulations require all electrical equipment to be inspected regularly and cleaned and repaired where necessary. Defective equipment must be disconnected and defective wiring removed.

Among other detailed rules, specific requirements are set out for control and protective devices, grounding, conductors, transformers, wiring in explosive storage, electric blasting devices and underground installations.

#### *Offences and Penalties*

As under the previous regulations, penalties are provided for offences such as failure to comply with a written order of the chief inspector or an inspector and for continuing an offence after receipt of a written order. A workman who wilfully damages equipment may also be charged, as may a person who enters a mine or goes near any moving machinery while under the influence of or while carrying intoxicants. As formerly, prosecutions may be taken in the name of the minister, the chief inspector or an inspector.

#### *Nova Scotia Liquor Control Act*

Regulations made by the Nova Scotia Liquor Commission setting out the requirements for a tavern waiter's licence, approved by the Lieutenant-Governor in Council on November 7, were gazetted April 3.

As formerly, licences will be issued by the Tavern Licence Committee. Applications must be on the prescribed form and must be accompanied by a certificate from a medical practitioner certifying that the applicant is not suffering from any contagious or communicable disease. An applicant is no longer required to be a British subject or a Canadian citizen, but is now required to be at least 21 years of age. He must also be of good character, the regulations providing that a person convicted of an offence under the Canadian Criminal Code within three years, or an offence under the Nova Scotia Liquor Control Act within one year preceding the application, must not be granted a licence.

Licences will expire on the 31st of December following the date of issue but may be renewed if the applicant submits a new medical certificate stating that he is free from any contagious or communicable disease and that he has been X-rayed and found free from infectious tuberculosis.

As formerly, the regulations provide that a licence may be cancelled or suspended at the discretion of the Committee.

### **Ontario Workmen's Compensation Act**

Regulations under the Ontario Workmen's Compensation Act setting out new first-aid requirements authorized by O. Reg. 69/57 were gazetted March 30.

As formerly, the type of first-aid equipment to be provided depends on the number of persons employed in an establishment. If not more than 15 workmen are employed in one place, the employer is to provide a first-aid box containing as a minimum the supplies listed in the regulations. The box is to be in charge of an employee who has first-aid knowledge and works in the immediate vicinity of the box.

Every employer employing more than 15 and fewer than 200 persons in one place must not only provide the first-aid equipment specified but also such additional quantities as may be necessary to provide first aid to workmen injured during their employment. The person in charge of the box must be the holder of a St. John Ambulance Senior First Aid Certificate in good standing, or its equivalent, and must work close by. Previously, only persons in charge of first-aid boxes in establishments with 50 or more employees were required to have recognized first-aid courses.

The first-aid room which formerly had to be provided if more than 300 persons were working in one place is now required whenever there are 200 or more employees in one establishment. The first-aid room is to be in charge of either a registered

nurse or an employee holding a St. John Ambulance Senior First Aid Certificate in good standing or its equivalent. The regulations also provide that the person in charge must work in the vicinity of the first-aid room and may not do work which might adversely affect his ability to administer first aid.

Another change is that a bus on a route, other than an urban or suburban route, on which a workman is employed, the central point from which bush workers are despatched daily to work sites, and the site of the construction or repair of a building are now deemed to be places of employment and subject to the first-aid regulations. Railway trains and vessels, as before, are also subject to the requirements.

Where the place of employment is the site of construction or repair of a building, the required first-aid supplies and equipment are to be kept in the time office. If there is no time office for the project, they are to be maintained in a vehicle or building at the site. When the construction or repair of a building is in the charge of a general contractor, he must provide and maintain the first-aid equipment and supplies for the workmen engaged in the construction or repairs in the same manner as if he were their employer.

The new regulations also state that the employer of bush workers must provide at each work site and in every vehicle or boat used for the transportation of workers a first-aid box coloured white and prominently displaying a red cross. In addition to a standard first-aid manual, the box must contain the instruments, drugs and dressings specified in the regulations.

An employer of workmen engaged in transporting other workmen or goods outside an urban or suburban area must see that a first-aid box containing the prescribed equipment and supplies is carried on every vehicle.

Another new provision requires employers to keep a record of injuries to workmen and the first-aid treatment applied.

### **Quebec Minimum Wage Act**

A new general minimum wage order, two special orders, and a renewal order made by the Quebec Minimum Wage Commission on March 27 and approved by O.C. 384 of April 10 were gazetted April 20, to take effect that day.

The new general order, Order No. 4, 1957, establishes minimum rates of 60 cents an hour in Zone I, 55 cents in Zone II and 50 cents in Zone III for all employees under the Minimum Wage Act and not covered

by special orders. Order No. 39, 1957, is a revised order which increases the wage rates of employees engaged in forest operations by approximately 15 per cent. The other special order, Order No. 40, 1957, is a new order governing employees in hotels, restaurants, hospitals and real estate undertakings. The fourth order renews Order No. 41, the order covering employees of municipal and school corporations, until May 1, 1958.

### General Order

Order No. 4, 1957, the revised general minimum wage order, is considerably different from Order No. 4, 1953, (L.G. 1953, p. 899), the order which it replaces. The new order not only provides for higher minimum rates, but also fixes shorter regular work-weeks for some employees and extends the weekly rest requirement and the three-hour minimum to a number of workers who previously did not have the protection of these provisions.

The scope of the order has also been changed, employees in real estate undertakings and persons employed in hotels, restaurants and similar undertakings having been removed from the coverage of the order and placed under the new special order referred to above, Order No. 40, 1957.

In addition, the order has been rearranged and simplified. Instead of five parts, the new order has four, Part IV of the former order having been placed under the new special order (Order No. 40, 1957), which is described below.

Although Parts I and II, the sections setting out the application of the order and the general provisions, are approximately the same as formerly, Part III, the section dealing with hours and minimum wage rates, has been greatly reduced in volume. Rates continue to be set out with reference to the number of hours worked in the regular work-week of the establishment, but a 60-hour work-week is no longer prescribed, thereby eliminating one category of workplaces and a number of exceptions.

Duplication has also been avoided by having wage rates set out only once and by having the one list of exceptions apply to each of the three categories of workplaces. The fact that the weekly rest provision and the three-hour minimum now apply to all employees, regardless of the length of the work-week, has also contributed to the simplification of the order.

Except for the removal of employees in hotels, restaurants and real estate undertakings, the coverage of the new order is substantially the same as before, the order

governing all workers covered by the Minimum Wage Act except those employees who are specifically exempted. This means that agricultural workers, domestic servants, and employees governed by a decree under the Collective Agreement Act are excluded, as well as the following: employees governed by another order, including persons totally or partially exempted from its provisions; university or superior school students; blind persons working in establishments where they constitute the majority of the employees; emergency workers for the prevention or fighting of forest fires; employees of church corporations or boards of trustees; employees of religious institutions, teaching establishments, communities, seminaries, colleges, convents, hospitals, patronages, presbyteries, homes, orphanages, refuges, charitable homes and public benevolent establishments; employees of Desjardins savings banks; workers in peat-bog exploitations working as peat-cutters; the employer's consort; telephone operators in Zone III who are not exclusively occupied as such and who do not have regular working hours; persons who habitually work outside the employer's establishment and whose hours are not fixed; employees working in a territory not included in an electoral district; and members of the clergy or of a religious institute. All but the last were included among the former exemptions.

For the purposes of the order, the province is divided into three zones as formerly. The zone boundaries have been changed, however. Zone I now consists of the City of Montreal and the municipalities totally or partially situated on the Island of Montreal; Zone II comprises Quebec City, including the part of Number 5 industrial zone which lies outside the city limits, and other municipalities (except those included in Zone I) with a population of 6,000 or more; Zone III covers the rest of the province.

### Classification of Workplaces

As before, establishments are classified according to the number of hours in the regular workweek. Regular workweek is defined as "the number of hours of work in a week beyond which any time worked must be paid for at an increased rate".

*Establishments with a 48-hour Work-Week*—The revised minimum rates having been based on a 48-hour week as formerly, the new order does not list the places on a 48-hour week. Only the exceptions are given.

*Establishments with a 54-hour Work-Week*—A 54-hour regular work-week is prescribed for the following undertakings

and establishments: retail sales and service establishments; transportation undertakings; garages and service stations; manufactures of wooden articles; sawmills of Zones II and III; weaving mills, spinning mills, knitting mills and carding houses; dyeing establishments; food processing establishments; flour mills; bakeries, pastry establishments, and biscuit factories; canneries and meat packing establishments; dairies; entertainment and sports undertakings; theatres and cinemas; funeral undertaking establishments.

In addition, the order states that motor vehicle chauffeurs and their helpers, maintenance men, service men and firemen and stationary engineers are considered as having a 54-hour work-week regardless of the nature of the establishment or undertaking of their employer.

*No Regular Work-Week*—The following establishments and undertakings are again deemed to have no regular work-week; open air sporting clubs; snow clearing undertakings; cemetery undertakings; diamond drilling operations; and fishing establishments on the Magdalen Islands where fish, mollusca, shellfishes and other sea foods are prepared, kept, smoked, converted or canned.

A number of employees are also considered to have no regular work-week even when employed in an establishment with a fixed work-week. They are: watchmen; employees supervising powerhouses, substations or transformers; employees of the building construction industry working in a place not included in a local municipality; long-shoremen; persons working on ships or boats or at work conditioned by the tide; employees engaged in preparing fish on the shore, in snowhouses or in cold storage; temporary employees of canneries; operators of power shovels, bulldozers, snogos and similar vehicles; caretakers with lodgings furnished; and persons doing prospecting or drilling work on mining properties not yet in operation. All but the last group were included among the exemptions under the former order.

#### *Minimum Rates and Overtime*

As well as authorizing higher minimum rates for experienced employees (60 cents in Zone I, 55 in Zone II and 50 in Zone III), the new order raised the rate of inexperienced workers to 45 cents in Zone I, 40 cents in Zone II and 35 cents in Zone III. These rates are payable to apprentices and to persons doing unskilled work or work that does not require training whose output is less than that of a skilled worker, and to temporary employees of canneries

during the season June-October. Except in canneries, however, the number of inexperienced workers may not exceed 20 per cent of the total number of employees in the establishment.

Office boys and messengers must now be paid at least 40 cents an hour in Zone I, 35 cents in Zone II and 30 cents in Zone III. The same minima apply to pinboys and bootblacks.

Caretakers who are provided with free living quarters on the premises are now entitled to a weekly minimum wage of \$30 in Zone I, of \$25 in Zone II and of \$20 in Zone III. Minimum rates are no longer specifically set for watchmen, motor vehicle chauffeurs or temporary employees of canneries.

The three-hour minimum is no longer restricted to employees working in establishments with a fixed work-week, the order providing that every employee governed by the order called to work less than the regular working day is entitled to be paid for three hours at his minimum wage rate, unless he has refused to do the work required of him.

The overtime provisions are unchanged, the order providing that where an employee is paid by the hour and not governed by a collective agreement he must be paid for overtime at time and one-half his regular rate. Any provision in an individual labour contract or agreement for a lower overtime rate is forbidden.

For employees not in the above category, the overtime payment must be at least time and one-half the minimum rate. As formerly, employees paid on a fixed monthly or yearly basis and receiving at least \$50 a week in Zone I and \$45 in Zones II and III, whether or not they work a full week, are not entitled to overtime rates.

To avoid conflict over rates or work-weeks, the order again sets out some rules of interpretation, one of which provides that an employee working in a department of a different nature from that of the main establishment will be subject to the wage rates and work-week prescribed for establishments where the principal business is similar to that carried on by the department in which the employee is employed.

Another states that whenever an employee works at different occupations or in different zones in the course of a pay period, his wage rates are to be adjusted accordingly. It also provides that if it is impossible to establish the amount of time spent in each zone, the employee is entitled to receive the minimum wage fixed for the zone in which the establishment to which he is responsible is located. In the case of

an employee of a transportation undertaking working in several places, a new provision states that the applicable minimum rate is the rate fixed for the zone where his employer's establishment is situated, as shown in the permit issued by the Transportation Board.

When calculating overtime for an employee with varying wage rates, the overtime rate is to be established with reference to the occupation at which he worked longest, unless particulars are not available, in which case the overtime rate is to be fixed with respect to the occupation at which the employee normally works. This rule also applies to employees paid on an hourly wage basis and not governed by a collective agreement (employees whose overtime rate is one and one-half the regular rate).

#### *General Provisions*

The general rules respecting weekly rest, annual holidays with pay, deductions for board and lodging, payment of wages, records and notices are substantially the same as formerly.

The application of the weekly rest provision is no longer limited to establishments with a fixed work-week. All employees covered by the order must be allowed 24 consecutive hours of rest each week or two periods of 18 consecutive hours each.

The provision of Order 3 which requires employees to be given a week's holidays with pay after a year's continuous service apply to all persons covered by the order.

As formerly, deductions from the minimum wage are prohibited except when imposed by an Act or a court order. Tips are the exclusive property of the worker and the employer is not allowed to retain them or to consider them as part of the wages to be paid, even with the employee's consent.

With regard to payment of wages, the order again provides that whenever an employee is paid in cash, the money must be placed in a sealed envelope together with a statement showing name of worker, pay period, total number of hours of work and of overtime shown separately, wages earned and wage rate, deductions and take-home pay. As formerly, it is not obligatory for employers to record the number of regular and overtime hours of an employee paid on a fixed weekly, monthly or yearly wage basis who receives a weekly wage of at least \$50 in Zone I and at least \$45 in Zones II and III.

Except that they must now be retained for six years instead of five, there has been no change with respect to records. Employers are again required to keep records

showing for each employee: name and address, occupation, date of commencement of employment, pay period, hours of beginning and finishing work, total number of hours worked, overtime, wage rate and wages earned, deductions, take-home pay and particulars regarding annual holidays with pay. Reports giving these particulars must also be sent to the Commission upon request.

The employer is also required to post in a conspicuous place all orders and notices furnished by the Commission.

#### *Changes Effected by the Revision*

As noted, the changes under Order 4 are not confined to minimum wage rates, some employees benefitting by the re-zoning, other being affected by the changes in the work-week and in the special provisions.

The most significant changes, however, relate to wages. The new minima for experienced workers—60 cents in Zone I, 55 cents in Zone II and 50 cents in Zone III—are 9 cents higher than formerly. The minimum wages for inexperienced workers were increased by 6 cents in Zone I and by 4 cents in Zones II and III. Ten-cent increases were authorized for office boys, messengers, pinboys and bootblacks in Zones I and II and 8-cent increases for those in Zone III, bringing the minimum rates up to 40, 35 and 30 cents, respectively.

The re-zoning resulted in a higher minimum rate for a large number of workers in such towns as Asbestos, Buckingham, Coaticook, Kénogami, Lachute, Matane, Mégantic, Pointe Claire, St. Joseph d'Alma, and St. Joseph (Drummond). These towns with populations ranging from 6,000 to 10,000 were formerly in Zone III but are now included in Zone II, with the result that employees in these centres are now entitled to 5 cents more an hour than they would have been if zone boundaries had not been changed. The same is true of employees in other places affected by the re-zoning.

Special rates are no longer set for watchmen or for motor vehicle chauffeurs, which means that these employees are now eligible for the same minimum rates as other workers.

The work-week, that is, the number of hours in a week after which an overtime rate must be paid, was changed in a number of cases. In transportation undertakings, in dairies, creameries and cheese and butter factories, the work-week has been reduced from 60 to 54 hours.

Several groups of employees, motor vehicle chauffeurs and their helpers, maintenance men and servicemen, whose work-week was 60 hours whatever the nature of

the establishment, are now on a 54-hour work-week. A 54-hour work-week is now prescribed for firemen and stationary engineers as well.

Some employees who were on a 60-hour work-week even though employed by an establishment with a 48-hour week are now included with the group with no fixed work-week. These are: employees supervising powerhouses, substations and transformers; watchmen, and employees of the building construction industry working in a place not included in a local municipality. This means that these employees will no longer be entitled to overtime.

Another change is that, except for including employees working at prospecting and drilling mining properties not yet in operation in the list of establishments without a regular work-week, the new order makes no special mention of mining undertakings, with the result that other mine employees would be in the 48-hour work-week group. The former order provided that 54 hours constituted the regular work-week of employees of mining undertakings working at the surface and 56 hours the work-week of employees doing continuous work.

Open air sporting clubs, snow clearing undertakings, diamond-drilling operations, cemetery undertakings and fishing establishments on the Magdalen Islands are again considered to have no regular work-week but employees in these establishments and undertakings are now entitled to the three-hour minimum and weekly rest.

### **Order No. 39, 1957**

The revision of Order 39, the special order governing forest operations, is the first since 1942 (L.G. 1943, p. 268). Some amendments were made in the interim, however, general increases having been approved in 1948, 1950 and 1951 (L.G. 1948, p. 186; 1951, pp. 247, 1703). The new rates are about 15 per cent higher than those approved in 1951.

Order No. 39, 1957, the new order, has the same coverage as the order it supersedes. It covers all work in forests, including transporting timber and reforestation, but does not apply to the handling of wood in mill storage ponds located within two miles of the mill or loading place or to work in forest colonies or in township forest reserves.

As formerly, employees are divided into six categories. These are: Category I: cooks, teamsters, tradesmen and others whose services are needed for any forest operation regardless of the use to which the wood may be put; Category II: employees engaged in pulpwood operations;

Category III: employees engaged in cutting firewood and charcoal wood; Category IV: employees engaged in cutting sawlogs and other kinds of wood; Category V: persons employed at driving operations; Category VI: apprentices and incapacitated persons. Contractors and sub-contractors who employ other workmen are not deemed to be employees for the purposes of this order.

Like the former order, the new order sets both daily and piecework rates. Except in the case of damkeepers and persons listed in Category I, the daily rates apply to a 60-hour week and overtime must be paid for proportionally. However, if an employee works less than the regular number of hours, he is still entitled to his regular wage provided he has not wilfully wasted his time during daylight. The rates fixed for piecework or job work, other than those set for firewood, apply to the quantity of marketable timber accepted by a culler as defined in the Quebec Cullers' Act.

The rates for employees in Category I are all daily rates and are, on the average, about 15 per cent higher than formerly. For cooks, the new rates range from a minimum of \$5.50 a day in camps of nine or fewer persons to \$7.50 in a camp of 50 or more. Kitchen and camp help must now receive at least \$4.20 a day, an increase of 60 cents over the previous rate. The daily minimum of a stableman has been increased from \$4.90 to \$5.70. A teamster must be paid at least \$6.60 a day with an additional \$2 if he uses his own team and an additional \$1 for a single horse. Teamsters are not entitled to overtime pay for time spent in repairing harnesses and caring for horses but, as in the past, shoeing and feeding of horses are a charge on the employer. The rate for carpenters, blacksmiths, sawfilers, shot-firers, mechanics, truck and tractor drivers, enginemen and motor-men is now \$7 a day.

In pulpwood operations, employees engaged in roadmaking, construction of camps or improvement work are now entitled to a wage of \$6 a day, 80 cents more than previously. Workmen engaged in felling trees or in making, handling or transporting logs, and all other employees except those listed in Category I must now be paid a minimum of \$6.50 a day, which is \$1 more than the former rate. For pieceworkers whose work is the felling and making and piling of wood and the construction of small hauling roads, the rate varies from \$5.40 per 100 solid cubic feet for lengths of from 4' to 6' to \$2.45 for 16-foot lengths. For wood measured by the cord the rate is now \$4.60, instead of \$4. For aspen and

poplar wood, rates approximately 25 per cent lower are set. When peeling is included in the making of the wood, an additional \$2.30 per cord must be paid or \$2.65 per 100 solid cubic feet and for aspen and poplar \$1.80 per cord or \$2.05 per 100 s.c.f.

For cutting firewood and charcoal wood the new rate for employees engaged on a fixed wage basis is \$5.20 a day, which represents an increase of 70 cents over the previous rate. For pieceworkers engaged in cutting and piling firewood, the rate per cord for wood 4 feet in length is now \$4.60—60 cents more than formerly. Other piecework rates were increased by about 15 per cent. The minimum per 32 square feet (4' x 8') of piling surface is \$3.75 for logs 3 feet long; \$2.75 for logs 2 feet long; \$2.15 for logs 1½ feet long, and \$1.70 for logs 15 inches long.

For cutting sawlogs and other kinds of wood, employees on a fixed wage basis are now entitled to \$5.50 a day, instead of \$4.70 as formerly. For pieceworkers in this category, the rates vary from \$7.45 to \$4.95 per 1,000 board feet, depending on the length of the logs. Formerly, the range for this work was from \$6.50 to \$4.30. The rate for cutting wood measured by the cord was increased from \$4 to \$4.60. The rate for cutting wood measured in solid cubic feet was raised from \$4.70 to \$5.40 per 100 s.c.f. An additional \$5.70 per 1,000 board feet, \$2.30 per cord and \$2.65 per 100 s.c.f. must be paid when peeling is included in the making of the wood. In operations of this kind, as in pulpwood operations, employees who do not do the work usually assigned to other workers in these categories may be paid at a lower rate provided the rate is stipulated in the engagement contract and is not less than \$5.20 a day. Previously, the minimum wage payable in these exceptional cases was \$4.50 a day.

Drivers are now entitled to \$8 a day, which is \$1 more than formerly. The rate for sorters was increased from \$5.50 to \$6.40 a day; the rate for dam guardians from \$4.70 to \$5.40. All other employees in this category must receive at least \$6.40 a day.

Apprentices and incapacitated workers, that is, employees whose productivity is less than normal because of age or infirmities, must now be paid \$5.20 a day. Cooks, persons employed in firewood operations, and drivers may not be included in this category, however. As formerly, a quota is imposed on this class of employees, the order providing that the number of apprentices and incapacitated persons may not exceed 20 per cent of the total number of employees in the camp.

As previously, the order attempts to discourage labour turnover by imposing penal-

ties on employees who, for no valid reason, voluntarily quit their jobs within 15 days of being hired. If these conditions are written into a hiring contract such employees may be paid at the rate of \$5.20 a day and will not be entitled to the prescribed transportation expenses nor to board and lodging expenses en route.

There are no changes with respect to deductions. The maximum deduction for board and lodging continues to be \$1.50 a day and, as formerly, employers are forbidden to charge for the use of blankets. The fee for laundering two shirts, two pairs of hose, one underwear and one towel is still 40 cents; other articles may be laundered at cost, provided a price list is posted in the employees' living quarters.

All workers other than pieceworkers or jobworkers must be furnished with tools at the employer's expense but deductions for tools lost or not returned are again permitted, provided these are listed on the employee's pay statement.

The following other deductions are authorized: deductions imposed by a legislative enactment or by a court order; advances made to workers; and the price of goods sold provided a price list is posted in a conspicuous place in the camp building.

A written contract of employment is required and the employer must give the worker a copy of the contract.

Unless specifically exempted by the Commission, the employer is again required to furnish every employee who leaves his employment with a signed pay statement in the form prescribed by the regulations, showing gross earnings, wage scale, the nature and amount of deductions, the number of days worked and days present in the camp. He must also forward a copy to the Commission together with a copy of the employee's engagement contract.

In addition to his other duties, the employer is again held responsible for seeing that there is no "bunching", that is, transportation of logs in the arms or on the back of a man.

### Order No. 40

Order No. 40, 1957, the new special order, fixes minimum wage rates and regular work-weeks for employees in hotels, restaurants, hospitals and real estate undertakings. All of these employees were previously governed by other orders. As indicated above, employees in hotels, restaurants, and real estate undertakings were formerly included in the general order; hotel workers were covered by Order No. 11, 1944, a special order governing charitable institutions, hospitals and homes, which has now lapsed.

Order 40 has the same arrangement as the new general order described above. The application and exemptions are set out in Part I, the general rules in Part 2, the minimum wage rates and special benefits in Part 3, and the final provisions in Part 4.

The wage provisions are much less complex than those formerly set out for these employees in the two other orders, Order 40 providing for only 10 categories of workers. In contrast to this, Order 11, the former order for hospital workers, set out 14 categories, each one with sub-divisions. It also set lower rates for some female employees and, in addition, distinguished between regular and temporary employees, providing weekly rates for the former and hourly rates for the latter.

The new order does not distinguish between male and female employees nor does it differentiate between full-time and part-time employees, the new rates applying to all employees irrespective of sex or length of the work-week.

The coverage of the new order extends to all the establishments and undertakings listed in Part IV of the former general order as well as to hospitals and other institutions under the Quebec Public Charities Act, including institutions administered by a religious organization. This means that all hotels, roadhouses, inns, boarding houses, staff houses, motels, lodging houses with at least five bedrooms to let, restaurants, lunch-counters, cabarets, bars, cafés, clubs, caterers, taverns, apartment houses, office buildings, and real estate undertakings are covered, as well as other undertakings of a similar nature.

The exemptions are the same as those listed above under Order 4, except for the additional exemption of employees of lodging houses with fewer than five bedrooms to let; physicians, surgeons, dentists and pharmacists; male and female student-nurses and members of a religious community, all of whom were excluded under Order 11, 1944.

### Zones

For purposes of the order, the province has been divided into the same three zones described above with respect to Order 4, 1957. This represents a greater change for hospital workers than for the other employees governed by the order, Order 11 having provided for four zones. Some employees in hotels, restaurants, and real estate undertakings will also be affected, however, as the zone boundaries are not the same as under the former general order.

### Hours

As under Order 4, "hours of work" means not only the time an employee is effec-

tively working but also time when an employee is at his employer's disposal as well as time spent waiting in response to a call. It does not include meal periods or time when it is understood that an employee's services are not required.

"Regular work-week" also has the same meaning as under the general order, being defined as "the number of hours of work in one week beyond which any time worked must be paid for at an increased rate".

The new order prescribes a 60-hour week for all workers in hotels, restaurants, hospitals and real estate undertakings, except employees in boarding houses, lodging houses, and staff houses, caretakers with lodgings furnished, open air sporting club employees, watchmen and janitors, who are deemed to have no regular work-week.

The former order for hospital workers set a 54-hour week for all employees except watchmen, gardeners, stationary enginemen, firemen, vehicle drivers and their helpers and first-class chief enginemen, prescribing a 60-hour work-week for all but the enginemen, who were deemed to have no regular work-week. The only workers previously covered by Order 4, 1953, who may be affected are watchmen, the order having set a 60-hour week for these employees.

### Minimum Wage Rates and Overtime

With regard to wages, Order 40 provides that whatever the basis of employment (by the time, on piece-work or otherwise) and the place of work, every employee governed by the order is entitled to the prescribed minimum wage. The following rates are set.

	Zones		
	I	II	III
All employees except those hereinafter mentioned ...	55c	50c	45c
Bell boys .....	35c	30c	30c
Employees of lodging houses having at least 5 bedrooms to let .....	45c	40c	35c
Motor vehicle chauffeurs, watchmen, stationary enginemen and firemen ....	60c	55c	50c

In addition, some special wage provisions are set out for inexperienced hospital workers, office boys and messengers, caretakers with lodgings furnished and janitors. Inexperienced employees working in hospitals are entitled to receive at least 40 cents an hour in Zone I, 35 cents in Zone II and 30 cent in Zone III, the order providing that the term "inexperienced employees" means not only apprentices but also "employees not occupied at skilled labour or at labour requiring training and who, because of their restricted ability, cannot

furnish the output of a skilled worker". As is also the case in the general order, a quota is imposed, the number of inexperienced workers in any undertaking or establishment being limited to 20 per cent of the total number of employees.

Office boys and messengers are to receive the same minima as those under Order 4, namely, 40 cents in Zone I, 35 cents in Zone II and 30 cents in Zone III. Pinboys and bootblacks are classed as messengers for the purpose of this order.

Caretakers who are provided with free living quarters on the premises must receive at least \$30 monthly in Zone I, \$25 in Zone II and \$20 in Zone III. There are the same as the rates set under the general order.

Monthly rates are also set for janitors charged with the supervision of a real estate undertaking whose duties include the leasing of apartments or space and the collecting of rents. If free heated quarters are provided on the premises, a janitor must be paid at least \$75 in Zones I and II and \$60 in Zone III. When unheated lodgings are provided, the rates are \$85 in Zones I and II and \$70 in Zone III. A janitor who is not provided with living quarters must be paid at least \$95 a month in Zones I and II and at least \$80 in Zone III. These rates are the same as those set in the general order of 1953.

Employees acting both as watchmen and janitors occupied only at odd jobs such as heating furnaces, collecting garbage, looking after tenants, etc., and who may be employed regularly by another employer must be paid the rates prescribed for other employees (55 cents in Zone I, 50 cents in Zone II and 45 cents in Zone III), with a minimum of three hours per day.

Order 40 also provides for the three-hour minimum, stating that every employee governed by the order who is called to work less than the regular working day is entitled to be paid for three hours at the minimum rate unless he has refused to do the work required of him. This provision is of particular interest to hospital workers, as Order 11 did not provide for a daily guarantee other than to state that a temporary employee was entitled to a wage equivalent to four hours of work each time he was called to work. Some employees previously covered by Order 4, 1953, namely, employees of real estate undertakings, will also be affected, as the former order did not extend the three-hour minimum to these employees.

The overtime rates are the same as those set out under the general order described above. These provisions represent no change for employees in hotels, restaurants and

real estate undertakings but have some significance for hospital workers. Under Order 11, regular employees were to be paid one and one-half their wage rate for hours worked in excess of 12 in the day or in excess of the regular work-week. Temporary employees were not eligible for overtime. The order also set special minimum overtime rates for stationary engineers and firemen.

The new minimum rates described above have greater significance for hospital workers than for employees in hotels, restaurants and real estate undertakings, the former order for hospitals, Order No. 11, 1944, having set out some 73 different minimum rates. Some hospital employees such as nurses, dietitians and chief accountants, etc., will not be greatly affected, as their prevailing wages are generally much higher than the prescribed minima. The order, however, will afford additional protection to such employees as seamstresses, laundry workers and gardeners, whose former minima, based on a 54-hour week, were less than \$19. At the new hourly rates these employees are now entitled to receive at least \$29.70 in Zone I, \$27 in Zone II and \$24.30 in Zone III, if they work 54 hours in a week. Male kitchen help and other unclassified male workers whose minimum wages were \$14, \$13, \$12 and \$11.50 depending on the zone are now also entitled to the substantially higher minimum rates. Female employees in these categories, for whom lower rates were formerly set, are now entitled to the same minimum wages as male workers.

The new minima also affect employees in hotels, restaurants and real estate undertakings, although to a lesser degree. The general minimum rates (55 cents in Zone I, 50 cents in Zone II and 45 cents in Zone III) are four cents higher than the rates previously set for the majority of employees in these establishments, including waiters, waitresses, valets, chambermaids and elevator operators. In the case of employees in certain towns that were formerly in Zone III but are now in Zone II (towns with populations of from 6,000 to 10,000), the minimum rates were increased by an additional 5 cents. The same is true of employees in other areas affected by the re-zoning.

### Special Benefits

With respect to uniforms, the order provides that if special uniforms are required they must be provided at the employer's expense. Some graduate nurses will benefit by this provision, as the former order required the employer to be responsible only for the upkeep of uniforms of graduate nurses who were regularly employed.

The provision requiring employees to be given the holidays with pay and benefits granted by Order No. 3, 1957, represents no change for the majority of employees covered by the order. The provision in the former order requiring nurses and stationary enginemen working as first-class chief enginemen to be granted a paid holiday of two weeks does not appear in the new order.

Except that it does not apply to caretakers with lodgings furnished or to employees of real estate undertakings, the rule respecting weekly rest is the same as in Order 4, the order providing that every employee must be allowed 24 consecutive hours of rest each week or two periods of 18 consecutive hours each. Unlike Order 11, which provided that in exceptional cases an employee who was willing to forego his weekly rest could do so, provided he was paid time and one-half his regular wages, and also stated that stationary enginemen and firemen were entitled to a day of rest each week, the new order makes no provision for exceptions to or variations of this rule.

### General Provisions

The general provisions respecting payment of wages, pay statements, records, written reports and posting of orders are the same as those described above with respect to Order 4, and will not represent any change for employees in hotels, restaurants and real estate undertakings but are of interest to hospital employees, as these requirements were not set out in the former order for hospital workers.

As under the general order, deductions from the minimum wage are forbidden unless imposed by an act or court order. In addition, Order 40 provides that an

employer who furnishes an employee with lodgings, board or meals cannot "deduct the cost of these accommodations from the employee's minimum wage nor may he compensate the cost thereof with the wages of his employee". However, in exceptional cases, in order to facilitate bookkeeping, the employer may deduct the cost of lodgings, board or meals from the employee's minimum wages provided (1) the prices of these services have been fixed in the engagement contract signed by the employee (2) the deductions from the wages relate to services rendered during a pay period (3) the pay statement shows the prices as well as the number of meals. The former order for hospital workers had no general provision respecting deductions but set out the maximum amounts that could be charged for meals and lodgings.

With regard to tips, the order provides that they are the exclusive property of the employee and the employer is not allowed to retain them or to consider them part of the wages to be paid, even with the employee's consent. This provision represents no change for employees in hotels, restaurants and real estate undertakings but may be of interest to some hospital workers, as the former order laid down no rules respecting tips.

### Orders Repealed

As a further step in the programme to simplify and consolidate minimum wage orders, three special orders have been repealed, namely, Orders 26A and 29 dealing with taxicabs and automobiles for hire in Montreal, Quebec and Levis, and Order No. 42 covering stationary enginemen and firemen. Employees previously governed by these orders are now covered by Order No. 4, 1957.

Labour unions, in dealings with their employees, are employers within the meaning of the Taft-Hartley Law, according to a recent unanimous ruling of the United States Supreme Court. The Court also decided by a majority of five to four that the National Labor Relations Board is not free to use its discretion as to whether it should act on charges of unfair labour practices brought against a union as an employer, but that it must exercise jurisdiction in such cases.

The decision arose out of an action by the Office Employees International Union against the NLRB, which had refused to act on an unfair labour practices complaint lodged by the OEIU against the Teamsters union in Portland, Ore., on the ground that the Teamsters union was a "non-profit"

organization. It could assume jurisdiction over such organizations only in exceptional circumstances, the Board had decided.

Basis for the unfair labour practices charge was that the Teamsters had denied the right of its office employees to join the OEIU, insisting that they join the Teamsters.

The NLRB's refusal to act in the matter was described by the Supreme Court as "arbitrary" and "beyond its power". Even the four dissenting judges agreed that both the NLRB, and the U.S. Court of Appeals in the District of Columbia which had previously tried and dismissed the case, were wrong in regarding unions as "non-profit" organizations for jurisdictional purposes.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of initial and renewal claims for benefit during March slightly higher than in February and 13 per cent higher than in March 1956 but, statistics\* show, claimants on "live" file at month-end slightly fewer

The number of initial and renewal claims for unemployment insurance benefit in March was slightly higher than that of February and about 13 per cent higher than in March 1956.

The Dominion Bureau of Statistics report on the operation of the Unemployment Insurance Act shows that 192,365 claims were received at local offices of the Unemployment Insurance Commission across Canada in March, compared with 190,714 in February and 170,687 in March 1956.

The number of claimants having an unemployment register in the "live file" on March 29 was 558,811 (457,781 males and 101,030 females), a slight decline from the figure of 572,387 (467,532 males and 104,855 females) for February 28; on March 29, 1956, this count was 511,073 (415,144 males and 95,929 females).

Adjudications on initial and renewal claims numbered 192,087 during March, of which 127,643 or about 65 per cent were in the category "entitled to benefit". Of the 61,312 initial claims classed as "not entitled to benefit", 52,427 or 85 per cent were on behalf of claimants failing the minimum contribution requirements; the remaining 15 per cent established a benefit period but had a disqualification imposed. Total disqualifications, i.e., those arising from initial, renewal, revised and seasonal benefit claims, amounted to 23,806, the chief reasons being: "voluntarily left employment without just cause" 7,957 cases; "not capable of and not available for work" 5,443 cases and "refused offer of work and neglected opportunity to work" 2,671 cases.

New beneficiaries in receipt of either regular or seasonal benefit during March numbered 168,726 compared with 210,270 during February, and 154,458 during March 1956.

Benefit payments (regular and seasonal) during March amounted to \$44,125,523 in respect of 2,093,065 compensated weeks, as against \$38,603,408 and 1,831,424 weeks in February, and \$38,167,352 and 2,008,060 weeks in March 1956.

Complete weeks totalled 1,979,746, comprising 95 per cent of the total weeks compensated, while the proportion of partial weeks due to excess earnings was 70 per cent.

The average weekly benefit rate was \$21.08 in March and February and \$19.01 in March 1956.

The estimated average weekly number of beneficiaries for regular and seasonal benefit was 498,300 in March, 457,800 in February and 451,500 in March 1956.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March show that insurance books or contribution cards were issued to 5,019,931 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1956.

At March 31 employers registered numbered 290,832, an increase of 809 during the month.

### Enforcement Statistics

During March, 4,370 investigations were conducted by district investigators across Canada. Of these, 3,270 were spot checks

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

\*See Tables E-1 to E-4 at back of book.

of postal and counter claims to verify the fulfilment of statutory conditions, and 70 were miscellaneous investigations. The remaining 1,030 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 52 cases, 9 against employers and 43 against claimants.\* Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 458.\*

## Unemployment Insurance Fund

Revenue received in March totalled \$20,-735,498.00 compared with \$20,099,433.52 in February and \$18,932,239.72 in March 1956. Benefit payments in March amounted to \$44,103,220.14 compared with \$38,586,547.49 in February and \$38,151,462.93 in March 1956. The balance in the fund on March 31 was \$874,574,651.66; on February 28 there was a balance of \$897,942,373.80 and on March 31, 1956, of \$854,198,518.59.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1358, March 28, 1957

(Translation)

**Summary of the Facts:** The claimant, 23 years of age, who was married on June 16, 1956, resides at Ste-Marie-Salome, Que. She worked as a tobacco stripper for the Imperial Tobacco Co. at Joliette, Que., from 1954 to August 2, 1956, when she voluntarily left her employment because there were no means of transportation between Ste-Marie-Salome and Joliette. It seems that she had to start to work at 7:00 a.m. and the Ste-Marie bus arrived at Joliette at 7:50 a.m.; until then she had travelled in a co-worker's automobile, but he had since moved from Ste-Marie-Salome. On August 10, she filed a claim for benefit.

On August 27 the insurance officer disqualified the claimant from receipt of benefit, under section 54 (2) (a) of the Act, for an indefinite period from August 5, and also from August 5, 1956, to June 14, 1958, under section 161 of the Unemployment Insurance Regulations.

The claimant appealed to a board of referees, before which she appeared in Joliette on October 16, 1956. On the evidence that she was willing to accept work anywhere and could easily get to St. Jacques, l'Assomption, St. Paul-l'Ermite, and even Joliette, for 8:00 a.m., the board of referees unanimously concluded that she was available for work within the meaning of the Act. With respect to her voluntary separation from employment, as regards the application of regulation 161, the board decided that the physical impossibility to be at work for 7:00 a.m., constituted a good

cause solely and directly connected with her employment, within the meaning of paragraph (3) (a) (iii) of this regulation.

The Director of Unemployment Insurance appealed to the Umpire, contending that the lack of a means of transportation did not constitute "good cause" for leaving a situation, as required by regulation 161 (3) (a) (iii), and that availability, within the meaning of the Act, is non-existent if transportation to those places where there are employment opportunities is impossible.

**Conclusions:** It was laid down in decision CUB-1045 that transportation difficulties to and from a place of work, due to altered personal circumstances, can hardly be held to be a good cause for voluntary leaving, solely and directly connected with employment, within the meaning of paragraph (3) (a) (iii) of section 161.

There is no doubt, however, that in the present case the predicament of the claimant with respect to transportation to Joliette was attributable to a change in her domestic circumstances and not in the inherent conditions of her contract of service; she therefore had no cause for voluntary leaving, solely and directly connected with her employment. Therefore, the insurance officer rightly disqualified her from receipt of benefit in accordance with regulation 161.

In the present case, the question of availability for work has no practical bearing. In my opinion, however, the disqualification imposed on these grounds was premature.

From the facts as established before the board of referees, apparently the bus service enabled the claimant to arrive at those places where employment was likely to be

\*These do not necessarily relate to the investigations conducted during this period.

found in that district by 8:00 a.m., which is the normal starting time of a day's work. Moreover, it appears that she would have accepted employment under such conditions.

For these reasons the appeal of the Director of Unemployment Insurance from the decision of the board of referees on the application of regulation 161 (3) (a) (iii) is upheld and the disqualification imposed by the insurance officer under the said regulation is reinstated from the date on which this decision shall be communicated to the claimant.

#### **Decision CUB-1360, March 28, 1957**

**Summary of the Facts:** The claimant, married, 52 years of age, worked as a labourer for the Keremeos Growers Co-op Association, Keremeos, B.C., from October 26, 1955, to November 3, 1955, when he was laid off because of a shortage of work. Subsequently he filed an initial application for benefit, which was allowed, effective November 6, 1955, and he remained on benefit until January 14, 1956, when payment was discontinued as he had left Canada. Previously to the aforementioned employment, he worked for the Kelowna Mines Limited at Hedley, B.C., as a solution man from June 1, 1954, to October 15, 1955, when the mines closed down. On May 9, 1956, he filed a renewal application for benefit which was allowed, effective May 6, 1956.

On July 19, 1956, an investigator of the Unemployment Insurance Commission called on the claimant at Keremeos to ascertain his connection with a tourist camp which was being operated there. In a signed statement the claimant explained that in 1948 he and his wife purchased, for approximately \$17,000, the Kozy Kabins Auto Court at Keremeos, which they had operated ever since; that the property was registered in their joint names; that the camp, which consisted of seven cabins, apart from their own quarters and an office, was open for business from May 1 to about November 1 each year; that his wife and two daughters, 16 and 10 years of age, attended to the cabins and did all the washing, etc.; that he did general maintenance work, such as cutting grass, decorating, repairs, etc., and also helped

in placing guests; that he was available for work at all times and that his wife could have easily operated the auto court, which she had done when he was employed at the mines from June 1, 1954 to October 15, 1955, and during the previous six years. He added that from May 1, 1956, to July 19, 1956, the rentals from the cabins amounted to \$552.

The insurance officer disqualified the claimant from receipt of benefit retroactively to May 1, 1956, because in his opinion he had not proved that he was unemployed (sections 54 (1) and 57 (1) of the Act and 158 (3) of the Unemployment Insurance Regulations).

The claimant appealed to a board of referees on August 24, 1956, contending that during the seven years he was employed at the Kelowna Mines in Hedley, his wife and daughters operated the cabins, his only participation therein being during his off-shift hours, and that, if the mines had not closed, he would still be employed there.

The board of referees which heard the case in Penticton, B.C., on October 3, 1956, unanimously dismissed the appeal, being of the opinion that, from the date the claimant filed his renewal claim on May 9, 1956, he was engaged with his wife in the operation of the tourist camp. The board was of the opinion also that he should not have had, in view of the strong demand for labour during the past year, any difficulty in obtaining suitable employment if he had so desired.

With the permission of the chairman of the board of referees, the claimant appealed to the Umpire.

**Conclusions:** On the facts before me I agree with the unanimous decision of the board of referees that the claimant's activities in connection with the auto court disqualified him from the receipt of benefit for the period under consideration.

In reaching their conclusions, the members of the board, who no doubt are well acquainted with the local employment opportunities, observed that the claimant should have had no difficulty in finding employment, had he so desired. This seems to be further borne out by the claimant's apparent lack of personal effort in that respect.

The appeal is dismissed.

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Payment of state unemployment compensation in conjunction with supplementary unemployment benefit has recently been approved by Utah and Oregon. This brings to 32 the number of states in which administrative opinions have been given which approve such concurrent payments.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during April

### Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 223 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 150 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production (March Report) .....	129	\$ 346,905.00
Defence Production (April Report) .....	104	231,237.00
Post Office .....	14	67,664.80
R.C.M.P. ....	9	131,502.55

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour, showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These

wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during April

During April the sum of \$9,518.94 was collected from 15 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount has been or will be distributed to the 269 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Atomic Energy of Canada Limited

*Deep River Ont.*: Brad Industries Ltd, supply & erection of prefabricated housing units & ground services.

### Central Mortgage and Housing Corporation

*Campagetown N B*: Eastern Landscaping Co, \*landscaping buffer strip. *Montreal Que*: D'Errico Bros, \*site improvement & planting at Benny Farm; Marcel Filiatrault, \*electrical work at Villeray Terrace. *Valcartier Que*: Connor Venetian Blinds Ltd, \*supply & installation of venetian blinds for units; Union des Carrières & Pavages Ltée, construction of concrete sidewalks. *Hamilton Ont*: Electrical Maintenance Service, \*electrical work on wartime houses, Projects 2, 8 & 14. *Niagara-on-the-Lake & Thorold Ont*: George Henry, \*installation of eavestroughing, Veterans Projects. *St Thomas Ont*: Fellner Construction Ltd, construction of housing units. *St James Man*: Metropolitan Construction Co, construction of housing units. *Saskatoon Sask*: Boychuk Construction Co, construction of school extension. *Vancouver B C*: Kingsway Garden Shop, \*ground maintenance of HECL A & B; R H Neven Co Ltd, exterior painting of houses, Fraserview Project.

### Department of Citizenship and Immigration

*Nipissing Indian Agency Ont*: North Construction Co, construction of Dokis Indian day school & teacher's quarters. *Fisher River Indian Agency Man*: A J Smith & Son, construction of Fairford No 2 Indian day school. *Portage la Prairie Indian Agency Man*: V G Sigurdson & Son, construction of Birdtail Sioux Indian day school & teacher's quarters, Reserve No. 57; V G Sigurdson & Son, construction of Griswold Indian day school & teacher's quarters, Oak River Indian Reserve. *Battleford Indian Agency Sask*: Winslow Construction, construction of Saulteaux Indian day school & teacher's quarters. *Pelly Indian Agency Sask*: E S Michels Lumber Co, construction of Cote No 1 Indian day school & teacher's quarters. *Saskatchewan Regional Administration Sask*: Gall's Lumber Yard, construction of Maple Creek Indian day school & teacher's quarters. *Touchwood Indian Agency Sask*: Service Lumber Yard, construction of Nut Lake (North) Indian day school & teacher's quarters. *Athabaska Indian Agency Alta*: Gall's Lumber Yard, construction of Black Lake Indian day school & teacher's quarters. *Hobbema Indian Agency Alta*: Wetaska Construction Co Ltd, construction of Montana Indian day school & teacher's quarters. *Saddle Lake Indian Agency Alta*: Genereaux Workshop, construction of Cold Lake Indian day school & teacher's quarters. *Lytton Indian Agency B C*: Interior Plumbing & Heating Ltd, installation of boiler plant equipment & piping renovations, St Georges IRS. *Skeena River Indian Agency B C*: Stange Construction Co Ltd, construction of Kincolith Indian day school & teacher's quarters; Stange Construction Co Ltd, construction of Lakalsap Indian day school & teacher's quarters. *Williams Lake Indian Agency B C*: Paul A Barber, construction of Canim Lake Indian day school & teacher's quarters, Canim Lake Indian Reserve No. 1.

### Defence Construction (1951) Limited

*Gander Nfld*: Kenney Construction Co Ltd, construction of guard house, RCAF Station. *Camp Debart N S*: Rodney Contractors Ltd, improvements to water supply & distribution systems. *Halifax N S*: Standard Construction Co Ltd, construction of roads & walkways, Shannon Park. *Campagetown N B*: Atlas Construction Co Ltd, construction of main entrance gate. *Bagotville Que*: North Shore Construction Co Ltd, construction of roads, parking areas, etc, RCAF Station. *St Johns Que*: Tellier & Groleau,

construction of barrack blocks, water & sewer services, RCAF Station. *Barriefield Ont*: M Sullivan & Sons Ltd, construction of training bldg & outside services & extension to underground distribution system, Vimy Barracks. *Trenton Ont*: Beaver Asphalt Paving Co Ltd, roadwork & drainage, etc, No 6 Repair Depot, & RCAF Station. *Uplands Ont*: Dibblee Construction Co Ltd, construction of roads, walks & parking areas, RCAF Station. *Calgary Alta*: Lockerbie & Hole (Western) Ltd, extensions & additions to heating plant, heating installations, etc, RCAF Station, Lincoln Park. *Penhold Alta*: Asphalt Services Ltd, repairs to roads, parking areas, drainage & sidewalks, RCAF Station. *Esquimalt B C*: M P Paine Co, construction of PO bldg, Belmont Park; Lewis Construction, construction of security fence, Rocky Point. *Sea Island B C*: General Construction Co Ltd, construction of parade square, RCAF Station.

### Building and Maintenance

*Goose Bay Labrador*: Terminal Construction Co Ltd, replacement of rubbing timbers on concrete dock, RCAF Station. *Debert N S*: Fosco Contracting Services Ltd, reroofing of hangar No 3, RCAF Station. *Halifax N S*: Nova Scotia Waterproofers Ltd, repairs to & painting of armouries. *Fredericton N B*: Diamond Construction (1955) Ltd, paving of parade square & seal coating of roads, Saint Anne's Point Barracks. *St Stephen N B*: Security Equipment Co Ltd, repairs, reroofing & painting of armouries. *Beauport Que*: Gaudiose Brosseau & Fils Ltd, installation of heating system in armouries. *Montmagny Que*: O Picard & Fils Inc, renewal of heating system in armouries. *St Johns Que*: Paul Boucher Ltee, construction of reinforced coal bunkers, RCAF Station. *Centralia Ont*: McNeilly-Bavington Ltd, exterior painting of PMQs, RCAF Station. *Camp Shilo Man*: Norlen Painting & Decorating, exterior painting of PMQs. *Regina Sask*: Westeel Products Ltd, reroofing of armouries. *Calgary Alta*: Standard Gravel & Surfacing of Canada Ltd, construction of parking area for PMQs, Currie Barracks. *Medicine Hat Alta*: Johnson Construction Co Ltd, alterations to SALH officers' mess bldg.

### Department of Defence Production

#### (March Report)

*Bedford N S*: S W Ferguson Ltd, application of mastic floor coating in bldgs, RCN Magazines. *Halifax N S*: McDonald Construction Co Ltd, construction of gas fumigation chamber, HMC Dockyard. *Sydney N S*: Canada Catering Co Ltd, catering at HMCS *Acadia*. *Coldbrook N B*: E S Stephenson & Co Ltd, supply & installation of exhaust system, RCEME workshop. *Lachine Que*: Foundation Co of Canada Ltd, erection of army huts, RCAF Station. *Cedar Springs Ont*: Totem Construction Co Ltd, renovations to latrine & kitchen, Rifle Range. *Dundas Ont*: Wm Groves Ltd, excavation & replacement of storm drain & manholes, armouries. *Hamilton Ont*: Frisina Construction Co Ltd, construction of guard house, HMCS *Star*. *North Bay Ont*: Marshall Bros Plumbing & Heating Ltd, alterations to ventilation system, RCAF Station. *Ottawa Ont*: J G Tompkins & Co, repairs to porches & sidewalks in MQs, HMCS *Gloucester*; Dibblee Construction Co Ltd, installation of drainage system, paving of roads & parking areas, Victoria Island. *Trenton Ont*: P M Davis, reroofing of hangar No 3, RCAF Station. *Churchill Man*: Carter Construction Co Ltd, supply & erection of prefabricated inflammable stores bldg, Naval Radio Station. *Winnipeg Man*: McIntyre Aluminum Products Ltd, installation of steel storm sash with fibre glass screen on bldgs, RCAF Station; West End Contractor & Cabinet Makers Ltd, construction of cold storage facilities for dry cell batteries, Fort Osborne Barracks. *Lloydminster Sask*: Lloyd Construction Co Ltd, alterations & renovations to interior of armouries. *Regina Sask*: Waterman-Waterbury Mfg Co Ltd, installation of water mains, HMCS *Queen*. *Penhold Alta*: D J & J C McKay, interior painting of barrack block No 11, RCAF Station. *Sea Island B C*: Miller Cartage & Contracting Ltd, construction of sports field, RCAF Station. *Tofino B C*: Tom Gibson, reroofing of bldgs, RCAF Station.

### National Harbours Board

*Saint John N B*: J G Fitzpatrick Ltd, construction of extension to transit shed, Pier No 1. *Montreal Que*: Raymond Concrete Pile Co Ltd, construction of pile foundations, Elevator B-1; Simon Handling Engineers Ltd, erection of pneumatic clean-up equipment for marine towers, Elevator No 1; Hewitt Equipment Ltd, conversion of locomotive cranes Nos 9 & 13 from steam to diesel. *Churchill Man*: Carter Construction Co Ltd, alterations to wharf. *Vancouver B C*: Provincial Engineering Ltd, supply & installation of cargo crane, Ballantyne Pier.

## Department of Public Works

*Holyrood Nfld:* Avalon Dredging Ltd, \*dredging. *La Scie Nfld:* Newfoundland Engineering & Construction Co Ltd, harbour development. *Old Perlican Nfld:* Saunders, Hower & Co Ltd, construction of federal bldg. *Port aux Basques Nfld:* T C Gorman (Nova Scotia) Ltd, harbour improvements. *Red Island Nfld:* Avalon Dredging Ltd, \*dredging. *St Alban's Nfld:* Gulf Maritime Construction Ltd, reconstruction of wharf & shed. *St Anthony Nfld:* Saunders, Howell & Co Ltd, construction of federal bldg. *Stephenville Crossing Nfld:* Saunders, Howell & Co Ltd, construction of federal bldg. *Whitbourne Nfld:* Mark Gosse & Sons Ltd, construction of federal bldg. *Borden P E I:* J W & J Anderson Ltd, construction of wharf. *French River South P E I:* Ralph Ford, construction of landing facilities & retaining wall. *Howard's Cove P E I:* Maritime Dredging Ltd, \*dredging. *Tignish P E I:* J W & J Anderson Ltd, breakwater repairs. *Arisaig N S:* F W Digdon & Sons, \*dredging. *Bailey's Brook N S:* Stanley Mason, \*dredging. *Bay St Lawrence N S:* Hariss & Hariss, \*dredging. *Chapel Cove N S:* Welton Construction Ltd, breakwater & wharf repairs. *Cheticamp N S:* Macdonald & MacIsaac, construction of federal bldg. *Halifax N S:* Purdy Bros Ltd, \*repairs to tug *Pugwash*. *Meteghan N S:* Benoit Comeau & Medard Comeau, breakwater repairs. *Milton N S:* Howard A Keddy, construction of post office. *Pictou N S:* Ferguson Industries Ltd, \*construction of diesel powered tugboat for Dredge PWD 128. *West Baccaro N S:* Mosher & Rawling Ltd, breakwater repairs. *Wine Harbour N S:* Maritime Dredging Ltd, \*dredging. *Campbellton N B:* Ralph Sharp, wharf repairs. *Cocagne N B:* J W & J Anderson Ltd, wharf extension. *Escuminac N B:* Roger LeBlanc, \*dredging. *Point Sapin N B:* Roger LeBlanc, \*dredging. *Richibucto N B:* Diamond Construction Co Ltd, \*dredging. *Saint John N B:* The Standard Dredging Co Ltd, \*dredging; L G & M H Smith Ltd, repairs to training wall, HMCS *Brunswick*. *Shippigan Gully West N B:* Comeau & Savoie Construction Ltd, extension to groyne. *Woodward's Cove N B:* Clare Construction Co Ltd, breakwater repairs. *La Tabatière Que:* La Construction du Nord Enr, wharf extension. *Quebec Que:* C Jobin Ltd, construction of customs examining warehouse. *Rimouski Que:* United Dredging Ltd, \*dredging; Allmo Paving Ltd, wharf repairs & improvements. *Ancaster Ont:* Frisina Construction Co Ltd, construction of post office. *Blind River Ont:* L R Brown & Co Ltd, wharf reconstruction. *Brockville Ont:* Intrusion-Prepakt Ltd, breakwater reconstruction, Blockhouse Island. *Bronte Ont:* Cummins Construction Co, \*dredging. *Fort William Ont:* The J P Porter Co Ltd, \*dredging in entrance channel, Kaministiquia River; McNamara Construction Co Ltd, \*dredging in Kaministiquia River (Plan A-994); McNamara Construction Co Ltd, \*dredging in Kaministiquia River (Plan A-995); The J P Porter Co Ltd, \*dredging in Kaministiquia River (Plan A-996). *Jamestown Ont:* J G K Kennedy Construction Co Ltd, construction of federal bldg. *Ottawa Ont:* Roy Soderline & Co Ltd, ventilation changes in cage washing rooms of Virus Laboratory, Tunney's Pasture; Sirotek Construction Ltd, installation of elevator, Dominion Observatory, Central Experimental Farm. *Port Arthur Ont:* McNamara Construction Co Ltd, \*dredging. *Sarnia Ont:* Dean Construction Co Ltd, harbour repairs & improvements. *Assiniboia Sask:* MacWilliam Construction Co Ltd, construction of federal bldg. *Davidson Sask:* C M Miners Construction Co Ltd, construction of federal bldg. *Swift Current Sask:* MacWilliam Construction Co Ltd, construction of federal bldg. *Edmonton Alta:* Cummings Welding Shop, \*construction of steel hopper scow for Dredge PWD 251; Cummings Welding Shop, \*construction of diesel engine dredge for Dredge PWD 250. *Olds Alta:* Greene Construction Co, construction of federal bldg. *Peace River Alta:* Walters Construction Ltd, addition & alterations to federal bldg. *Fraser River B C:* Fraser River Dredging Co Ltd, \*dredging. *Bella Coola B C:* E O Johnson, harbour improvements. *Victoria B C:* Parfitt Construction Co Ltd, construction of motor vehicle ramp at federal bldg. *Aklavik N W T:* Poole Construction Co Ltd, construction of east & west blocks & school. *Whitehorse Y T:* Quadra Construction Co Ltd & V B Humphrey Construction Ltd, construction of seaplane landing.

## The St. Lawrence Seaway Authority

*Lachine Section Que:* G M Gest Ltd, supply & installation of electrical system, Cote Ste Catherine Lock; S D Miller & Sons, construction of regulating works & roadway underpass, St Lambert Lock.

## Department of Transport

*Sioux Lookout Ont:* P G Wallin, construction of pumphouse, reservoir & related work; Towland Construction Ltd, additional development at airport. *Uplands Ont:* B Perini & Sons (Canada) Ltd, construction of air terminal bldg. *Brandon Man:* Nelson

River Construction Ltd, additional development at airport. *Gimli Man*: Nelson River Construction Ltd, reconstruction of hanger aprons. *Winnipeg Man*: Henry Schultz Construction Ltd, construction of radio beacon bldg & related work at airport.

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## Wastage of Women Scientists

(Continued from page 701)

and "adequate guidance should be provided equally for those who leave school at sixteen and for those who stay on to do advanced work".

Career advisers should be given more adequate preparation for their counselling responsibilities. Too many, especially of the women counsellors, have little or no knowledge of the requirements of industrial employment, Mr. Brown thinks.

The urgent need of better science teaching is underlined. "If science is to be made attractive to girls, and to boys for that matter, it must be taught with an emphasis on something more than mere facts."

Last, but by no means least, among the factors in this waste are attitudes of girls themselves that are largely due to lack of preparation for university life. "Finding a boy friend becomes more important to them than getting a degree and in the

freedom of the mixed undergraduate society in which they find themselves there is plenty of opportunity for social activity and there are many excuses for neglecting studies. Furthermore, many girls come up to the university knowing little of what is expected of them, either socially or academically."

In conclusion the writer emphasizes the duty of the individual "to become educated in a way which will conduce to the growth of the economy". He urges that the aims to be set before the women of the future should be to achieve success in both marriage and in a career. In the last analysis, however, special responsibility rests upon the employers, for "it is they alone who can assure women scientists that a reconsideration of their aims is worthwhile because they are not only needed but wanted in industry."

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## Railway Board of Adjustment

(Continued from page 715)

cooling compound to the journal box. The Brotherhood, as a result, felt the brakeman could not be held responsible for the brakeage.

The Board sustained the contention of the Brotherhood.

**Case No. 681**—*Dispute between Algoma Central and Hudson Bay Railway and the Brotherhood of Railroad Trainmen concerning the claim of two brakemen who asserted that work was given to other employees which should have gone to them.*

When a crew for an extra train was lacking a trainman, the company called on an employee who was certified in the rules but not on the seniority list, stating that the only other men available were regularly assigned men who could not have taken the run and still remain available for their regular assignment.

Two of the regularly assigned brakemen, who had been off duty for the eight hours required by the railway's rest law, held that they were entitled to the work and, when not called, entered a claim for a runaround.

In its contention, the company quoted an article of the yard agreement that provided that men on regular assignment will retain the assignment for the duration of the time table on which the assignment was bulletined.

In a general statement on the case, the Board deplored the practice apparently in effect on the Algoma Central and Hudson Bay Railway of using men in categories of service where they are not entitled to work.

Furthermore, the Board supported the view that an assigned trainman or yardman cannot be compelled to accept service other than that to which assigned, but the company should do everything possible to confine road train service to men on that list. "On these principles, assigned men not being obliged to accept service other than that to which assigned, they cannot claim penalties when not called for service to which they are not assigned," the Board declared.

The contention of the employees was not sustained.

# WAGES, HOURS, WORKING CONDITIONS

## Working Conditions, Primary Iron and Steel Industry, April 1, 1956

About 94 per cent of non-office employees in the industry on 40-hour five-day week, 97 per cent get eight or more paid statutory holidays, almost 90 per cent eligible for two weeks' vacation after three years

About 94 per cent of the non-office employees in the primary iron and steel industry were in plants reporting, as of April 1, 1956, a 40-hour, five-day week.

Almost 90 per cent were eligible for two weeks' paid vacation after three years' service and for three weeks after 15 years; plants employing 17 per cent of the total employees granted four weeks after 25 years.

Workers in plants employing 97 per cent of the total enjoy eight or more paid statutory holidays.

These facts were obtained from the survey of working conditions conducted by the Department's Economics and Research Branch as of April 1 last year.

Wages in this basic industry are comparatively high. Skilled employees on time work rarely receive less than \$2.00 per hour, and the average is closer to \$2.25 (October 1956). The hourly rate paid to unskilled labourers ranges between \$1.50 and \$1.80 per hour, the average falling about mid-way between these two figures. The increase in the general wage level in the industry between 1955 and 1956 was 11 per cent, and since 1949, more than 65 per cent\*.

The establishments considered in this analysis are those whose primary activity is the production of any of the following: pig iron, steel ingots and/or castings, rolled iron and steel products, and ferro-alloys. In 1955 the total value of these items was \$526 million, and the total wage and salary bill for the industry was \$137 million. Some \$212 million worth of materials and \$31

million worth of fuel and electricity were used in the year's operations.

Twenty-one steel-producing plants were covered by the survey. Most of these are in Ontario, although one of the largest is in Nova Scotia and some are in the province of Quebec. A distribution of the plant employees by region is as follows: Ontario, 72 per cent; Quebec, 11 per cent; other provinces, 17 per cent.

**Standard Work Week**—All establishments reported a five-day week. In 1951, five of the smaller mills had not adopted a five-day schedule. The 94 per cent of the employees in plants reporting 40 hours per week is considerably higher than in 1951, when the proportion was 82 per cent.

**Vacations with Pay**—Vacation allowances in the primary iron and steel industry in 1956 were more liberal than in the previous year and showed quite substantial differences from five years earlier, in 1951. All plants reported a two-week vacation for non-office employees, with three years' service predominating; those employing almost 98 per cent of the workers reported three weeks, usually after 15 years, but in the case of more than 6 per cent of the employees, a shorter service requirement.

Almost one-quarter of the workers were in plants which provided four-week vacations, with 25 years being the stipulated service in most cases.

**Paid Statutory Holidays**—All but 3 per cent of the employees in the industry were in mills which reported eight paid statutory holidays. This situation has been unchanged since 1951.

**Rest Periods**—The practice of permitting break periods to non-office employees was reported in effect in mills accounting for

\*A table, prepared for inclusion in the annual report *Wage Rates and Hours of Labour*, giving occupational wage rate information in the industry is available upon request to the Economics and Research Branch, Department of Labour.

55 per cent of the total. Six of these, with 44 per cent of the workers, stated that they allowed two daily periods of 15 minutes each. In manufacturing as a whole, almost two thirds of the plant employees were in establishments reporting rest periods.

**Pension Plans**—Almost 97 per cent of the employees were in plants reporting pension plans, a slightly higher proportion than five years previously. For manufacturing, the comparable proportion in 1956 was 65 per cent.

The total cost of pension plans is paid by employers in the case of two-thirds of the workers in basic steel; in plants employing another 25 per cent, half or more of the cost is paid by the company.

**Group Life Insurance** is available to 87 per cent of the employees, and in the case of the vast majority, 50 per cent or more of the premium cost is borne by the employer.

**Wage Loss Insurance**—Cash payments to compensate for loss of wages during sickness absences were in effect in plants accounting for 87 per cent of the total employees. In all cases the employers bore 50 per cent or more of the cost.

**Group Hospital-Medical Plans**—The incidence of group hospital-medical plans in primary iron and steel is high. An article in a later issue of the LABOUR GAZETTE will deal with plans of this kind in Canadian manufacturing industries.

**WORKING CONDITIONS OF PLANT EMPLOYEES IN PRIMARY IRON AND STEEL,  
APRIL 1, 1956**

	Percentage of Plant Employees		Percentage of Plant Employees
<b>STANDARD WEEKLY HOURS</b>		8.....	97.0
40 hours.....	93.7	More than 8.....	0.8
42 hours.....	3.8		
48 hours.....	2.5	<b>REST PERIODS</b>	
Employees on a 5-day week.....	100.0	Employees in establishments reporting rest periods.....	55.4
<b>VACATION WITH PAY</b>		Two Periods:	
Two weeks		10 minutes.....	0.6
Two weeks with pay		15 minutes.....	43.9
After: 1 year or less.....	6.2	<b>PENSION PLANS</b>	
2 years.....	2.5	Plans in operation.....	96.8
3 years.....	89.1	Proportion of cost borne by employer	
Other periods.....	2.2	50 per cent.....	12.7
<b>Three weeks</b>		51 to 99.....	11.8
Three weeks with pay		100.....	66.1
After: Less than 15 years.....	6.2	Cost shared but proportion not stated..	6.2
15 years.....	89.1		
20 years.....	2.5	<b>GROUP LIFE INSURANCE</b>	
<b>Four weeks</b>		Plans in operation.....	86.5
Four weeks with pay		Proportion of cost borne by employer	
After: 25 years.....	17.3	Nil.....	11.8
Other periods.....	5.8	Less than 50 per cent.....	0.4
<b>PAID STATUTORY HOLIDAYS</b>		50.....	41.1
Proportion of employees in establish- ments reporting paid statutory holidays	100.0	51 to 67.....	31.0
Proportion of employees in establish- ments where the number of paid statu- tory holidays allowed to Plant em- ployees is:		68 to 100.....	....
6.....	2.2	No information as to sharing.....	2.2
		<b>INSURANCE PLANS PROVIDING CASH COM- PENSATION FOR WAGE LOSS DUE TO ILLNESS</b>	
		Plans in operation.....	86.5
		Proportion of cost borne by employer	
		50 per cent.....	55.5
		51 to 67.....	31.0
		68 to 100.....	....

Working hours in American factories have dropped to an average of less than 40 hours a week for the first time since 1954. The United States Department of Labor reports that in April the average work week was 39.9 hours in manufacturing as a whole, compared with 40.1 hours in March.

In most industries the changes in hours were usual for the season; but in the stone, clay and glass industry the declines were more than seasonal. In steel and other

primary metal industries weekly hours worked averaged 39.9 in April, compared with 40.1 in the previous month and 41.2 in April 1956.

Average hours for some other industries were: furniture, 39.6; textile and printing and publishing, 38.5; leather, 37.1; clothing, 36; and tobacco, 36.3. Industries in which hours averaged slightly more than 40 in April included: food, stone, clay and glass; electrical machinery; oil; rubber; metals; and instruments.

# STRIKES AND LOCKOUTS

## April 1957

There were 31 work stoppages in existence during April 1957. These stoppages affected 8,022 workers and caused a time-loss of 51,820 man-days. Of these 31 work stoppages, 15 started in April and 16 others were carried over from previous months. Eleven started during March, and five were carried over from earlier months.

The stoppages in progress prior to April 1957 caused, during the month, a time-loss of 31,805 man-days. They affected 1,864 workers. On the other hand, the stoppages that began during April caused a time-loss of 20,015 man-days and affected 6,158 workers.

Of the 16 work stoppages in progress prior to April 1957, five ended in April. They affected 769 workers and caused, during the month, a time-loss of 4,850 man-days. Their total time-loss was 13,680 man-days. Also, 12 of the 15 stoppages which started in April ended during the month. These stoppages involved 5,815 workers and caused a time-loss of 16,290 man-days.

Of the 31 work stoppages in existence during April, two affected more than 500 workers—one of them more than 4,000.

They caused a time-loss in April of 25,150 man-days. Nine stoppages affected more than 100 but fewer than 500 workers and their time-loss during the month numbered 15,705 man-days. Finally, 20 stoppages involved fewer than 100 workers. These caused a time-loss of 10,965 man-days in April.

Table G-1 at the back of this issue compares the number of strikes and lockouts in existence during January, February, March and April of this year with the same months of last year. The approximate number of workers involved and the time-loss resulting are also compared on a monthly basis. The number of strikes and lockouts beginning during each month is also indicated.

Table G-2 deals more specifically with the stoppages in existence during April 1957. The approximate time-loss, together with the number of workers involved, is indicated for each stoppage. The major issues and the major terms of settlement, if the stoppage has ended, are also mentioned. Other details include such information as the dates on which the stoppages began and ended and also the industries in which they took place.

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## Strike Total in U.S. Lowest in Eight Years

The number of strikes, workers involved, and man-days of idleness in the United States during the first three months of 1957 were less than in any similar period in the past eight years, according to preliminary estimates of the U.S. Labor Department's Bureau of Labor Statistics. An estimated 700 strikes directly idling 200,000 workers began during the quarter. Strikes in effect during this period caused 2,150,000 man-days of idleness.

Idleness resulting from work stoppages in effect during March 1957 fell below 1,000,000 man-days for the first time for any March

since 1945. An estimated 375 strikes in effect during the month idled 120,000 workers for 775,000 man-days; in February, 350 stoppages accounted for a loss of 825,000 man-days by 130,000 workers. In March 1956, 2,000,000 man-days of idleness had been recorded for 193,000 workers idled in 394 strikes.

Of all stoppages in effect in March, 250 began during the month and idled 80,000 workers—a slight increase over February. No stoppage affecting as many as 10,000 workers began during March.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, May 1957

The consumer prices index (1949=100) increased 0.2 per cent from 120.9 to 121.1 between April and May 1957. A year ago the index stood at 116.6\*.

In the current month, a further substantial increase in the other commodities and services index, from 125.1 to 126.3, accounted for almost all of the change in the total index. In this group prices advanced for a wide variety of items: theatre admissions, street car and bus fares, haircuts and hairdressings, newspapers, beer and automobile insurance rates.

The food index was unchanged at 116.7. A sharp increase in tomatoes and higher prices for apples, corn flakes and beef were balanced by decreases for coffee, tea, most pork cuts and some fresh vegetables.

The clothing index was also unchanged at 108.5. Scattered increases for such items as women's and girls' dresses were offset by lower sale prices for women's spring coats and men's shoes.

The household operation index decreased from 119.4 to 119.2 as a result of seasonal declines for coal, which were partially offset by small scattered increases among home-furnishings and household supplies.

The shelter index rose from 134.0 to 134.2 as both the rent and homeownership components advanced fractionally.

Group indexes for May last year were: food 109.3, shelter 132.1, clothing 108.8, household operation 116.5, and other commodities and services 120.5.

## City Consumer Price Indexes, April 1957

Seven of the ten regional city indexes (1949=100) were higher between March and April 1957, one was unchanged, while two indexes moved to slightly lower levels†.

Price increases were general in most cities for sugar, margarine, some fresh fruits and vegetables, beef, men's and children's wear and health care. Prices were generally lower for tea, coffee, pork and eggs.

Regional consumer price index point changes between March and April were as follows: Ottawa +0.8 to 122.4; Winnipeg +0.8 to 119.2; Halifax +0.7 to 119.4; Toronto +0.7 to 124.2; Edmonton-Calgary

+0.3 to 117.7; Montreal +0.2 to 120.5; Saskatoon-Regina +0.1 to 117.9; Vancouver -0.2 to 122.2; St. John's -0.1 to 108.7‡. Saint John remained unchanged at 122.1.

## Wholesale Prices, April 1957

Canada's general wholesale price index was unchanged in April for the third consecutive month. At 228.4 (1935-39=100) it stands 1.7 per cent above last year's corresponding figure of 224.6.

Changes in all of the eight component groups were less than 1 per cent, six moving fractionally higher, balancing small decreases in two groups.

Textile products moved up 0.4 per cent from 235.5 in March to 236.4. The index for animal products moved up fractionally from 236.3 to 236.6, mainly due to higher prices for fresh fish, steers, beef and lamb carcasses, and beaver skins, which exceeded decreases in hogs, lobster, haddock, weasel and muskrat skins, beef hides, calfskins, veal, pork products, and eggs in some centres. Higher prices for cedar bevel siding and woodpulp overbalanced decreases in fir timber and cedar shingles to move wood products from 301.0 to 301.2. The slight upward movement in non-ferrous metals, from 182.6 to 182.7, primarily resulted from an increase in the price of tin ingots. The chemical products index moved up fractionally from 182.1 to 182.2. Vegetable products increased negligibly from 200.4 to 200.5.

Of the two groups which showed decreases, the larger decline occurred in the non-metallic minerals group, which eased 0.6 per cent from 189.7 to 188.6. Scrap iron and steel price decreases negated increases for pig iron, tinplate and some hardware items to move the iron products group from 250.4 to 249.8.

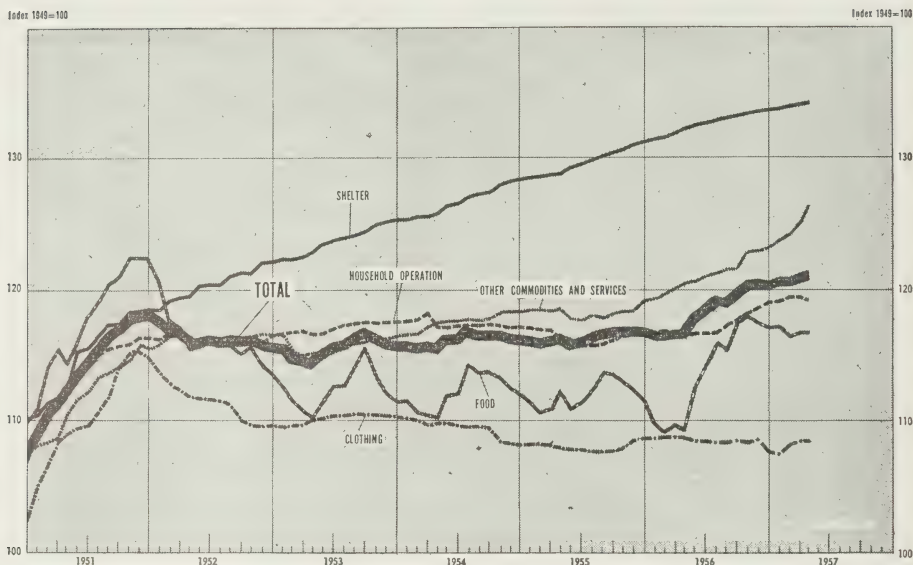
The index of farm product prices at terminal markets changed slightly between March and April, as the index moved from 206.8 to 207.5. Animal products showed moderate strength, moving up from 253.4 to 255.1, the increase of 0.7 per cent reflecting higher prices for steers, lambs, fluid milk, raw wool and Eastern calves, which were only partially offset by declines in hogs, eggs, calves on Western markets, and Eastern poultry. An index loss of 0.2 per

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

‡On base June 1951=100.

## CONSUMER PRICE INDEX FROM JANUARY 1951



cent from 160.2 to 159.9 for field products was due to declines for most Eastern grains, and rye, flax and potatoes in Western Canada which overbalanced higher potato quotations in the East.

**Prices for building materials in April** were steady as the residential index changed from 293.8 to 293.6 and the non-residential series (1949=100) remained stable at 130.1.

### U.S. Consumer Price Index, April 1957

For the eighth month in a row, the United States consumer price index (1947-49=100) rose between mid-March and mid-

April, climbing 0.3 per cent from 118.9 to 119.3. One year earlier it stood at 114.9.

The wearing apparel index was the only group index that declined during the month. Food prices rose 0.5 per cent.

### U.K. Index of Retail Prices, March 1957

The United Kingdom index of retail prices (Jan. 17, 1956=100) registered its second successive decline between mid-February and mid-March, dropping from 104.3 to 104.1. The January reading was 104.4, the highest point reached since revision of the index in January 1956.

## Labour Income Higher In March and Quarter

Labour income received by paid workers in Canada remained steady at \$1,205,000,000 between February and March but rose some 10 per cent over last year's March total of \$1,094,000,000, the Dominion Bureau of Statistics reports. The first-quarter total advanced 10.6 per cent to \$3,607,000,000 from \$3,261,000,000 a year earlier.

During February total wages and salaries rose \$4,000,000 in manufacturing and \$3,000,000 in the finance and services group, while supplementary labour income increased \$1,000,000. On the other hand, total wages and salaries in the primary group of indus-

tries fell \$8,000,000 (with most of the loss concentrated in logging) and \$1,000,000 in construction.

Over-the-year relative gains ranged between 6 per cent for construction and nearly 13.5 per cent for finance and services. Manufacturing wages and salaries and supplementary labour income were the other components which increased at lower rates than the over-all rise for total labour income. The relative gain of 10.5 per cent in total labour income in the quarter could be roughly allocated to an increase of nearly 4.5 per cent for employment and more than 6 per cent for average weekly earnings.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 106

## Accident Prevention

1. INDUSTRIAL ACCIDENT PREVENTION ASSOCIATIONS. *Report of the 1956 Conference and Annual Meeting held in Toronto, 9th and 10th April, 1956*. Toronto, 1956. Pp. 154.

2. PRESIDENT'S CONFERENCE ON OCCUPATIONAL SAFETY. 5TH, WASHINGTON, 1956. *Proceedings, May 14, 15, 16, 1956*. Washington, U.S. Dept. of Labor, Bureau of Labor Standards, 1956. Pp. 102.

Contains the most important conference speeches, and the papers given at the four clinics on public employee, farm, community and state occupational safety programs. Includes report to the President of the United States based on conference discussions.

## Arbitration, Industrial

3. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. *A Note on Some Aspects of Conciliation and Arbitration in the Commonwealth*. Canberra, Commonwealth Government Printer, 1956. Pp. 16.

4. NATIONAL ACADEMY OF ARBITRATORS. *Management Rights and the Arbitration Process. Proceedings of the Ninth Annual Meeting, Cleveland, Ohio, January 26-28, 1956*. Ed. by Jean T. McKelvey. Washington, Bureau of National Affairs, c1956. Pp. 237.

**Contents:** Arbitrability and the Arbitrator's Jurisdiction, by Jules T. Justin. Seniority and Ability (Workshop No. 1). Incentive Problems (Workshop No. 2). Classification Problems (Workshop No. 3). Concepts of Industrial Discipline, by A. Howard Myers. Policy and Practice of American Arbitration Association, by Noble Braden. Federal Mediation and Conciliation Service, by Joseph E. Finnegan. Management's Reserved Rights: an Industry View, by James C. Phelps. Management's Reserved Rights: a Labor View, by Arthur J. Goldberg. Reminiscences on the National Defense Mediation Board, by William H. Davis.

## Automation

5. GREAT BRITAIN. DEPARTMENT OF SCIENTIFIC AND INDUSTRIAL RESEARCH. *Automation in Perspective; the D.S.I.R. Report on Automation in Brief*. London, H.M.S.O., 1956. Pp. 28.

"This is a short and simply written version of the report on Automation (Automation. A Report on the Technical Trends and their Impact on Management and Labour) which was issued by the Department of Scientific and Industrial Research in May, 1956."

6. HASS, ERIC. *What Workers should know about Automation; and What Employers don't tell Them*, by Eric Hass and Stephen Emery. New York, New York Labor News Company, 1956. Pp. 62.

The authors present the views on automation of the Socialist Labor Party.

7. HUHNDORFF, CARL. *The Impact of Automation on Organized Labor*. (An address delivered) at Conference on Domestic Affairs sponsored by the Milwaukee Federated Trades Council and University of Wisconsin School for Workers, Milwaukee, Wis., Nov. 19, 1955. Washington? International Association of Machinists? 1955? Pp. 17.

Examines the various types of automation and points out its advantages and disadvantages.

8. SCIENTIFIC AMERICAN. *Automatic Control*. New York, Simon and Schuster, c1955. Pp. 148.

Gives an explanation of automatic control, shows the degree to which it has transformed the business and industrial system and suggests some lines of future development.

## Canada's Economic Prospects

*Studies prepared for the Royal Commission on Canada's Economic Prospects*

9. CANADIAN LABOUR CONGRESS. *Labour Mobility*, by the Trades and Labour Congress of Canada now the Canadian Labour Congress. September, 1956. Ottawa, Queen's Printer, 1956. Pp. 11.

Considers the factors influencing the movement of workers from job to job in Canada.

10. CANADIAN LABOUR CONGRESS. *Probable Effects of increasing Mechanization in Industry*, by the Canadian Congress of Labour now the Canadian Labour Congress. September, 1956. Ottawa, Queen's Printer, 1956. Pp. 87.

*Contents:* What is Automation. How Far will Automation go? Automation and Employment. What We must do. Automation and Small Business. Finding the Answers. The Canadian Scene.

11. GLASSCO, JOHN GRANT. *Certain Aspects of Taxation relating to Investment in Canada by Non-Residents*. Ottawa, Queen's Printer, 1956. Pp. 64.

*Contents:* The Statistical Background—Foreign Investment in Canada; Canadian Investment in Foreign Countries. Factors other than Canadian Taxation affecting Investment. Canadian Taxation of Non-Residents. United States Taxation Policies affecting United States Investment in Canadian and Other Foreign Enterprises. The Taxation of the Extractive Industries in Canada and the United States. Aspects of Canadian Taxation which create Difficulties in the Canadian Ownership of Companies. Interpretation and Administration of Canadian Income Tax Laws.

12. NATIONAL INDUSTRIAL CONFERENCE BOARD. CANADIAN OFFICE. *The Canadian Primary Textile Industry*. Ottawa, Queen's Printer, 1956. Pp. 105.

"This study considers the primary textile industry as comprising the preparation, spinning, weaving, braiding and related activities for cotton, woollen, and synthetic and silk textiles, including narrow fabrics, and the dyeing and finishing of textile goods."

## Civil Service

13. CANADA. CIVIL SERVICE COMMISSION. *Forty-eighth Annual Report for the Year 1956*. Ottawa, Queen's Printer, 1957. Pp. 19.

14. NEWMAN, BERNARD. *Yours for Action*. Published on the Occasion of the Fiftieth Anniversary, Civil Service Clerical Association. London, Civil Service Clerical Association, 1953. Pp. 195.

A history of the Civil Service Clerical Association from 1903 to 1953.

15. ROBSON, WILLIAM ALEXANDER, ed. *The Civil Service in Britain and France*. London, Hogarth Press, 1956. Pp. 191.

*Partial Contents:* Civil Servants, Ministers, Parliament and the Public, by the Earl Attlee. Recruitment to the Civil Service, by Sir Laurence Helsby. Recent Trends in Public Administration, by William A. Robson. The Structure of the Civil Service, by H. R. G. Greaves. Whitley Councils in the Civil Service, by Douglas Houghton. The Civil Service in France, by P. Chatenet. The Recruitment and Training of Higher Civil Servants in the United Kingdom and France, by Andre Bertrand.

## Economic Conditions

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Business Outlook, 1957*. New York, 1956. Pp. 76.

The N.I.C.B. Economic Forum concluded that "tight money, rising interest rates, wage inflation, the adequacy of profits, as well as

the economic implications of intensified international tensions will all leave their mark on the curve of business in 1957".

17. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Interest Rates and Monetary Policy; a Discussion by the Conference Board Economic Forum and Guests held at Hotel Gotham, New York City, October 4, 1956*. New York, 1956. Pp. 80.

The Economic Forum discussed four questions: (1) Is money too tight in the U.S.? (2) Will foreseeable demand-and-supply factors produce even tighter conditions than those which presently exist? (3) What can be done about the situation at the national level? (4) Can the U.S. finance full-employment, prosperity, technological changes and higher wages at the same time?

18. NEW ZEALAND. DEPARTMENT OF FINANCE. *New Zealand Economic Survey, 1956*. Wellington, Government Printer, 1956. Pp. 113.

## Education, Vocational

19. CANADA. DEPARTMENT OF LABOUR. *An Analysis of the Bricklaying Trade*. Prepared by a National Committee appointed by the Department of Labour. Ottawa, Queen's Printer, 1957. Pp. 28.

Contains information common to all parts of Canada. It is intended as a guide to those who instruct apprentices.

20. U.S. DEPARTMENT OF LABOR. *A Program for improving the Skills of the Nation's Work Force*. Washington, G.P.O., 1956. Pp. 6.

Includes some recommendations made by the National Manpower Council in its "A Policy for Skilled Manpower" (1954).

## Employee Morale

21. BROWN, PAULA. *Status, Prestige, and Esteem in a Research Organization*, by Paula Brown and Clovis Shepherd. Los Angeles, Institute of Industrial Relations, University of California, 1956. Pp. 340-360.

Examines the system of stratification in a naval research and development laboratory. The relationships of background, factors, behavior and attitudes of seven groups are analyzed.

22. WYATT, STANLEY. *A Study of Attitudes to Factory Work*, by S. Wyatt and R. Marriott, assisted by R. A. Denerley and others. London, H.M.S.O., 1956. Pp. 115.

Describes an investigation carried out in three large mass-production factories in England to determine what the workers thought about the job they performed at the bench, or the conveyor belt, and the system by which they were paid.

## Employees' Benefit Plans

23. KINGSTON, ONT. QUEEN'S UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *Vesting of Employer Contributions under Industrial Retirement Plans*, by James C. Cameron and F. J. L. Young. Kingston, 1956. Pp. 28.

Based on a study of 114 plans in 107 companies.

24. VAN EENNAM, WELTHA McLACHLAN. *Analysis of 157 Group Annuity Plans amended in 1950-54*, by Weltha Van Eennam and Martha E. Penman. Washington, U.S. Social Security Administration, 1956. Pp. 44.

## Employment Management

25. GRABE, SVEN. *Selection and Training of Foremen in Europe; Report on the Status, Selection and Training of Foremen in Europe*, by Sven Grabe and Paul Silberer. (Project No. 234) Paris, European Productivity Agency of the O.E.E.C., 1956. Pp. 172.

*Contents:* The Position, the Man and the Job. Selection. Training. Research and Organization. Observations in Ten European Countries (Austria, Belgium, Germany, Greece, Italy, Netherlands, Norway, Sweden, Turkey, and United Kingdom).

26. SPIEGEL, WILLIAM ROBERT. *Job Evaluation in College and Universities*, by William R. Spiegel and E. Lanham. Austin, Bureau of Business Research, University of Texas, 1954. Pp. 136.

Based on an examination of the practices of 75 colleges and universities. *Partial Contents:* History of Job Evaluation in Colleges and Universities. Securing the Co-operation of Supervisors and Employees. Selecting a Method for rating the Jobs. Organization and Conduct of the Job Evaluation Installation. Measures taken to insure Acceptance and Advantages gained from the Program. Maintaining and controlling the Job Evaluation Program.

27. U.S. CIVIL SERVICE COMMISSION. *Employment Interviewing*. Washington, G.P.O., 1956. Pp. 103.

"This pamphlet is designed to increase the effectiveness of those who interview people for employment or promotion purposes."

## Grievance Procedures

28. CRANE, BERTRAM R. *Successful Handling of Labor Grievances*, by Bertram R. Crane and Roger M. Hoffman. New York, Central Book Co., 1956. Pp. 307.

*Partial Contents:* The Purposes of the Grievance Machinery. What is a Grievance. What is not a Grievance. Steps in the Grievance Procedure. Time Limitations in Grievance Processing. Contract Provisions concerning Grievance Representatives. Pay

Allowances for Grievance Time. Some Management Obstacles to Grievance Settlement in General. Union Blockades to Grievance Settlement. How Management can locate the Causes of Grievances. The Foreman's Job in Grievance Control. The Foreman's Job in settling Grievances. Grievance Handling from the Union Side.

29. MICHIGAN. STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, EAST LANSING. LABOR AND INDUSTRIAL RELATIONS CENTER. *The Grievance Process; Proceedings of a Conference March 23-24, 1956*. East Lansing, 1956. Pp. 102.

*Partial Contents:* Grievance Procedure and the Plant Setting. Scope and Role of the American Arbitrational Association. Basic Problems in Grievance Processing.

## Human Relations

30. BENNETT, WILLIAM JOHN. *The Effect of Technical Change; Address to the Study Conference of HRH The Duke of Edinburgh at Oxford, July 27th, 1956*. Ottawa? Eldorado Mining and Refining Limited, 1956. Pp. 24.

31. HEMSWORTH, LLOYD. *Human Problems of Industrial Communities; a Report on HRH the Duke of Edinburgh's Study Conference, England, July, 1956; an Address*. Montreal, Canadian Industries Limited, 1956. Pp. 20.

The author gives his impressions of the conference and summarizes the remarks of some of the main speakers.

32. THOMPSON, LAURENCE. *The Challenge of Change*. Foreword by HRH the Duke of Edinburgh. London, Oxford University Press, 1956. Pp. 127.

A Report on the Duke of Edinburgh's Study Conference on the Human Problems of Industrial Communities within the Commonwealth and Empire held at Oxford in July 1956. This Conference was concerned with the effect of industrialization on various communities within the Commonwealth.

## Industrial Health

33. INTERNATIONAL LADIES' GARMENT WORKERS' UNION. WELFARE AND HEALTH BENEFITS DEPARTMENT. *The Thread of Life; Health and Welfare Services*. New York, 1956. Pp. 62.

Describes the health services provided by the ILGWU in 19 American cities and one Canadian city.

34. U.S. CIVIL SERVICE COMMISSION. *Job Analyses for Physical Fitness Requirements*. Washington, G.P.O., 1956. Pp. 39.

This manual was prepared by medical officers of the U.S. Civil Service Commission to provide information in establishing minimum physical standards for the many different types of positions in the Federal civil

service. The manual deals with the functional activities and the working conditions involved in jobs.

## Industrial Relations

35. TRUDEAU, PIERRE ELLIOTT, ed. *La grève de l'amiante; une étape de la révolution industrielle au Québec*. En collaboration sous la direction de Pierre Elliott Trudeau. Montreal, Les éditions Cité libre, 1956. Pp. 430.

Concerns the strike of asbestos miners at Asbestos and Thetford Mines, Que., in 1949 and its aftereffect on industrial relations in Quebec.

36. U.S. BUREAU OF NAVAL PERSONNEL. *Industrial Relations*. Washington, G.P.O., 1956. Pp. 209.

Deals with industrial relations as it affects the U.S. Navy Dept. *Contents*: The Industrial Relations Function. Position Classification. Wage Administration. Employment Regulations. Employee Training and Development. Employee-Management Relations. Employee Services. Incentive Awards Program. Labor Relations. Accident Prevention. Personnel Security Program. Overseas Civilian Employment.

37. U.S. DEPARTMENT OF LABOR. SECRETARY OF LABOR'S ADVISORY COMMITTEE ON LABOR MANAGEMENT RELATIONS IN ATOMIC ENERGY INSTALLATIONS. *Report*. Washington, G.P.O., 1957. Pp. 40.

"The Committee concerned itself with an examination of policies and procedures to be applied to labor-management relations in Government-owned, privately operated atomic energy installations. It did not involve itself in particular disputes arising between contractors and labor organizations."

38. WILLIAMS, EDGAR G. *Cases and Problems in Personnel and Industrial Relations*, by Edgar G. Williams and John F. Mee. New York, Ronald Press Co., 1955. Pp. 204.

Contains 44 case studies based on actual occurrences in business concerns. The book is intended to be used with any of the standard textbooks in personnel management and industrial relations.

## Industry

39. CANADA. BUREAU OF STATISTICS. *General Review of the Manufacturing Industries of Canada, 1954*. Ottawa, Queen's Printer, 1957. Pp. 191.

40. EUROPEAN PRODUCTIVITY AGENCY. *The Automatic Equipment and Parts Industry in the United States*. Project No. 131. Paris, O.E.E.C., n.d., 1956? Pp. 70.

The report of a mission to the U.S. composed of 17 parts manufacturers and two vehicle manufacturers from seven European countries.

## Labour Laws and Legislation

41. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Amending the Fair Labor Standards Act of 1938. Hearings before the Subcommittee on Labor of the Committee on Labor and Public Welfare, United States Senate, Eighty-fourth Congress, second session on S. 662 (and others)*. Washington, G.P.O., 1956. Pp. 758. Hearings held May 8-18, 1956.

A great deal of the present hearings is devoted to the question of minimum wage for many types of employees not already covered by the Act.

42. ONTARIO FEDERATION OF LABOUR. COMMITTEE ON LABOUR RELATIONS LEGISLATION. *Report*. Toronto, 1957. Pp. 38, 18, 4.

"The Committee... confined itself to an investigation of the content, administration and effects of the Ontario Labour Relations Act."

## Labour Organization

43. AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA. *Union Meeting Manual*. Chicago, 1956? lv. (various pagings).

*Contents*: General Aspects of the Meeting. Where and When to meet. Publicizing the Meeting. Order of Business and Agenda. Parliamentary Procedure. The Chairman. Use of Committees. Reporting and Reports. Special Techniques: Buzz Session and Role Playing. Special Program—The Social, The Movie, Outside Speakers. The Ceremony. Keep it Short and Sweet.

44. CHRISTIE, ROBERT A. *Empire in Wood; a History of the Carpenters' Union*. Ithaca, Cornell University, 1956. Pp. 356.

Outlines the history of the United Brotherhood of Carpenters and Joiners of America from its beginning in 1881 up to 1941.

45. CONGRESS OF IRISH UNIONS. *Twelfth Annual Meeting being the Report of the Central Council and the Report of the Proceedings held at Kilkee, July 18th, 1956*. Dublin, 1956. Pp. 218.

46. JOHANNESSEN, EDWARD. *The Hawaiian Labor Movement; a Brief History*. Boston, Bruce Humphries, 1956. Pp. 181.

Traces the history of labour organization in Hawaii from the end of the 19th century up to the present with special emphasis on the period after World War II.

## Labour Supply

47. CANADA. BUREAU OF STATISTICS. *Canadian Labour Force Estimates, 1931-1945*. Rev. ed. Ottawa, Queen's Printer, 1957. Pp. 20.

48. U.S. DEPARTMENT OF LABOR. *Our Manpower Future, 1955-65*. Washington, G.P.O., 1957. Pp. 32.

"This chart book depicts anticipated changes in the population and labour force during the next 10 years, and points out some of the implications for the educational system, the industrial training programs and the plans for manpower utilization."

## Labouring Classes

49. CANADA. DEPARTMENT OF LABOUR, ECONOMICS AND RESEARCH BRANCH. *Working and Living Conditions in Canada*. Sixth Edition, December 1956. Ottawa, Queen's Printer, 1957. Pp. 40.

50. INTERNATIONAL ASSOCIATION OF PERSONNEL IN EMPLOYMENT SECURITY. *Proceedings of the Forty-third Annual Convention, Toronto, June 26-27-28-29, 1956*. Albany? 1956. Pp. 88.

51. NEWFOUNDLAND. DEPARTMENT OF LABOUR. *Report for Period 1 October 1955 to 30 September 1956*. St. John's, 1956. Pp. 52.

52. SHUB, ANATOLE. *Labor in the Soviet Orbit*. New York, Labor Committee to Release Imprisoned Trade Unionists and Democratic Socialists, 1956. Pp. 83.

Gives an account of Labour's fight for freedom and better conditions in communist-controlled countries of Eastern Europe.

## Management

53. HELLER, FRANK A. ed. *New Developments in Industrial Leadership in Great Britain, the United States, Germany and France*. London, Polytechnic Management Association, 1955. Pp. 75.

*Contents:* Surveying the British Scene, by J. A. C. Brown. New Aspects of Management in America, by Jerome F. Scott. Recent Changes in Industrial Democracy in Germany, by Frank A. Heller. Modern Management in Private and Nationalized Industry in France, by H. Hauck.

54. INTERNATIONAL CONFERENCE OF DIRECTORS OF ADVANCED TRAINING CENTRES IN BUSINESS ADMINISTRATION, GENEVA, 1955. *Education for Business Leadership; Report prepared by Mr. R. H. T. Dodson on the International Conference of Advanced Training Centres organized in Geneva from 24 to 26 June 1955 by the Centre d'études industrielles*. Project No. 331. Paris, European Productivity Agency of the Organization for European Economic Co-operation, 1956. Pp. 143.

The Conference consisted of six informal round table discussions on the following topics: objectives and scope of the business administration schools, methods of instruction, course participants, organization and administration of the schools, facilities, and scope for co-operation.

## Older Workers

55. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Income and Resources of Older People*, by Miriam Civic. New York, c1956. Pp. 95.

Brings together material on the income and financial positions of people in the U.S. 65 and over, and evaluates their relative economic status. Traces changes during the last 20 years and attempts to forecast trends for the next 20 years. Comments on the Canadian situation also.

56. NEW YORK (STATE). LEGISLATURE. JOINT COMMITTEE ON PROBLEMS OF THE AGING. *New Channels for the Golden Years*. Newburgh, N.Y., 1956. Pp. 151.

Among other things the Joint Committee recommends that: (1) The State double the number of job counsellors for older workers; (2) The State co-operate with local schools and other agencies to establish facilities for retraining older workers; (3) The State encourage industry to set up vested pension plans and set up such plans itself in the State retirement system; (4) The State provide more unemployment insurance for people over 40; (5) The State encourage people to interest themselves in variable annuity plans, mutual funds and other investment plans in order to cope with the rise in prices from one generation to another; (6) The State set up a comprehensive health maintenance plan.

57. U.S. OFFICE OF DEFENSE MOBILIZATION. HEALTH RESOURCES ADVISORY COMMITTEE. *Production at Any Age*. Washington, n.d., 1952? Pp. 7.

Points out that the older worker provides a "reservoir of training, experience, and judgment, on which industry and the community can draw to mutual benefit".

## Productivity

58. CONGRES NATIONAL DE LA PRODUCTIVITE, BRUXELLES, 1956. *Congrès national de la productivité, les 29 et 30 mai 1956*. Bruxelles, Office Belge pour l'accroissement de la productivité, 1956. Pp. 83.

The Congress was called to study the question of productivity in Belgium and to assess the work of the Office Belge pour l'Accroissement de la Productivité.

59. JOINT STANDING COMMITTEE INVESTIGATING THE MEASUREMENT OF PRODUCTIVITY. *Production Control and Related Works Statistics*. London, Issued by the Joint Committee of the Institute of Cost and Works Accountants and the Institution of Production Engineers, 1956. Pp. 40.

Production control refers to "systems and devices used in a producing organization to ensure the completion of the product in the appropriate quantity and quality and at a cost and on a delivery date previously determined. Works statistics are, in the main, the tools which enable such systems and devices to be effectively applied".

60. LABOUR-MANAGEMENT CONFERENCE, RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. 8th, 1956. *Advances in Productivity-Past, Present and Future. Eighth Annual Labor-Management Conference, New Brunswick, N.J., April 25, 1956.* New Brunswick, 1956. Pp. 94.

*Contents:* What is happening in Productivity? By Ewan Clague. The Outlook for increasing Productivity, by E. C. Easton. Technology and the Human Factor—a Grass Roots Appraisal, by Robert H. Guest. How should We use Future Increases in Productivity? A Labor Viewpoint, by Elmer Walker; A Management Viewpoint, by I. D. Robbins. The Economic Role of Nuclear Power and its International Implications, by Rev. E. S. de Breuvery.

## Statistics

61. DEVONS, ELY. *An Introduction to British Economic Statistics.* Cambridge, England. University Press, 1956. Pp. 254.

A general survey of the main British economic statistics which tells the reader where they can be found, what they mean, some problems which arise in using and interpreting them, some suggestions for further reading, and information about the original sources. The topics discussed are: population, manpower, industrial production, agriculture, distribution and transport, foreign trade, prices, incomes, national income and expenditure.

62. RUSSIA (1923- U.S.S.R.) CENTRAL STATISTICAL ADMINISTRATION. *Statistical Handbook of the U.S.S.R.; with Introduction, Additional Tables and Annotations* by Harry Schwartz, and foreword by John S. Sinclair. A Translation of a Soviet Work: *Narodnoye khozyaistvo S.S.S.R. (National Economy of the U.S.S.R.)* Moscow, 1956. New York, National Industrial Conference Board, c1957. Pp. 122.

The editor and translator, Harry Schwartz, the New York Times' expert on Russian affairs, thinks that the information in this Russian publication is fairly accurate if it is properly interpreted.

## Wages

63. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Weekly Salaries for Office Occupations in Manufacturing in Canada.* October 1, 1955. (Supplement to Report no. 38: *Wage Rates and Hours of Labour in Canada*) Ottawa, Queen's Printer, 1956? Pp. 29.

64. ENGINEERS JOINT COUNCIL. SPECIAL SURVEYS COMMITTEE. *Professional Income of Engineers, 1956.* New York, c1957. Pp. 36.

This report is based on a questionnaire sent out in July 1956. Information was received for a total of 107,832 engineering graduates in industry, government and engineering education.

## Women—Employment

65. JAPAN. WOMEN'S AND MINORS' BUREAU. *Advance of Japanese Women in the Post War Years.* Tokyo? 1956. Pp. 11.

66. LAWTON, GEORGE. *Women go to Work at Any Age.* Chicago, Altrusa International, 1949. Pp. 47.

"This booklet is intended to prolong the employability span of women." Suggests where women can make inquiries to find out what jobs are available for their age group.

67. U.S. WOMEN'S BUREAU. *Employment after College: Report on Women Graduates, Class of 1955.* By U.S. Women's Bureau in co-operation with National Vocational Guidance Association, Women's Section. Washington, G.P.O., 1956. Pp. 33.

Based on answers to a questionnaire from 3,000 women graduates. A survey was made to see what jobs are being filled by women college graduates and to see if there is a close connection between college training and these jobs.

68. U.S. WOMEN'S BUREAU. *Employment Opportunities for Women Mathematicians and Statisticians.* Washington, G.P.O., 1956. Pp. 37.

Points out that more women mathematicians and statisticians are needed and that there are interesting jobs available for women with university degrees. Girls in high school should be encouraged to take up mathematics as a career.

69. U.S. WOMEN'S BUREAU. *1956 Handbook on Women Workers.* Washington, G.P.O., 1957. Pp. 96.

*Contents:* Employment of Women. Women's Earnings and Income. Women's education and Vocational Training. Recommended Standards for Employment of Women. State Labor Laws for Women. Political and Civil Status of Women.

## Workmen's Compensation

70. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada; a Comparison of Provincial Laws, December, 1956.* Ottawa, Queen's Printer, 1957. Pp. 39.

71. MICHIGAN. WORKMEN'S COMPENSATION COMMISSION. *Annual Report, Oct. 1, 1955 to Sept. 30, 1956.* Lansing, 1956. Pp. 46.

72. NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD. *1956 Annual Report.* St. John's, 1957. Pp. 47.

## Youth—Employment

73. GREAT BRITAIN. NATIONAL YOUTH EMPLOYMENT COUNCIL. *The Work of the Youth Employment Service, 1953-1956; a Report.* London, H.M.S.O., 1956. Pp. 38.

74. U.S. CHILDREN'S BUREAU. *Four Decades of Action for Children, a Short History of the Children's Bureau*, by Dorothy E. Bradbury: *To the Future*, by Martha M. Eliot. Washington, G.P.O., 1956. Pp. 90.

"This is the story of the Children's Bureau... from the idea in 1903 to its founding in 1912 and on through the years to the present time".

### Miscellaneous

75. BERDYAEV, NICOLAS ALEKSANDROVITCH. *The Origin of Russian Communism*. Translated from the Russian by R. M. French, 2d ed. London, G. Bles, 1948. Pp. 191.

*Contents:* The Russian Idea of Religion and the Russian State. The Formation of the Russian Intelligentsia and its Character: Slavophilism and Westernization. Russian Socialism and Nihilism. Russian Nineteenth Century Literature and its Predictions. Classical Marxism and Russian Marxism. Russian Communism and the Revolution. Communism and Christianity.

76. CANADA. BUREAU OF STATISTICS. *Energy Consumption in the Manufacturing and Mining Industries of Canada, Selected Years, 1926-1953*. Ottawa, Queen's Printer, 1957. Pp. 83.

"... Brings together data on the consumption of fuel and electricity by mines and manufacturers in Canada, and their production of electricity for sale, during selected years from 1926 to 1953."

77. CANADA. BUREAU OF STATISTICS. *Industrial Research-Development Expenditures in Canada, 1955*. Ottawa, Queen's Printer, 1956, Pp. 28.

"... Sets out in tabular form an estimate of the magnitude and direction of the research-development program undertaken by Canadian industry in 1955 and provides an indication of the relative size of the 1956 program".

78. EUROPEAN PRODUCTIVITY AGENCY. *Statistical Quality Control*. Project No. 148. Paris, 1956. Pp. 89.

*Contents:* Lessons to be drawn from the Visits of American Experts to European Countries. Modern Quality Control—Objectives, Necessary Conditions and Procedures, by Paul C. Clifford. Conference held on 8th and 9th July 1955. Conference held on 11th, 12th and 13th July 1955.

79. ORGANIZATION FOR EUROPEAN ECONOMIC CO-OPERATION. *At Work for Europe; an Account of the Activities of the Organisation for European Economic Co-operation*. 3rd ed. Paris, 1956. Pp. 107.

*Partial Contents:* The Economic Position and Prospects of Western Europe. The European Payments Union. The O.E.E.C. and Manpower Problems. Activity and Aims of the European Productivity Agency. Co-ordination of Industrial Investments. Intra-European Co-operation in the Field of Energy. European Maritime Transport Problems.

80. SAVAGE, C. I. *Inland Transport*. London, H.M.S.O. and Longman's Green, 1957. Pp. 678.

"... Attempts to describe the evolution of British war-time inland transport policy and to show the process of trial and error which contributed to the working out of the policy." The British inland transport system consists of four industries: the railways, road transport, coastal shipping and the canals.

# LABOUR STATISTICS

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## A—Labour Force

TABLE A-1.—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 16, 1957

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Canada	Nfld.	P.E.I. N.S. N.B.	Que.	Ont.	Man. Sask. Alta.	B.C.
<i>The Labour Force</i>							
Both Sexes.....	5,716	102	435	1,629	2,112	969	469
Agricultural.....	675	*	41	178	164	273	18
Non-Agricultural.....	5,041	101	394	1,451	1,948	696	451
Males.....	4,355	80	340	1,263	1,547	772	353
Agricultural.....	657	*	39	176	159	264	18
Non-Agricultural.....	3,698	79	301	1,087	1,388	508	335
Females.....	1,361	22	95	366	565	197	116
Agricultural.....	18	*	*	*	*	*	*
Non-Agricultural.....	1,343	22	93	364	560	188	116
All Ages.....	5,716	102	435	1,629	2,112	969	469
14 - 19 years.....	514	14	43	192	163	72	30
20 - 24 years.....	720	18	57	234	241	124	46
25 - 44 years.....	2,655	44	189	752	995	452	223
45 - 64 years.....	1,608	24	125	405	621	279	154
65 years and over.....	219	*	21	46	92	42	16
<i>Persons with Jobs</i>							
All status groups.....	5,373	93	380	1,490	2,034	930	446
Males.....	4,043	71	288	1,134	1,480	736	334
Females.....	1,330	22	92	356	554	194	112
Agricultural.....	671	*	40	177	164	271	18
Non-Agricultural.....	4,702	92	340	1,313	1,870	659	428
Paid Worker.....	4,276	84	302	1,186	1,727	592	385
Males.....	3,044	64	219	854	1,210	416	281
Females.....	1,232	20	83	332	517	176	104
<i>Persons Without Jobs and Seeking Work</i>							
Both Sexes.....	343	*	55	139	78	39	23
<i>Persons not in the Labour Force</i>							
Both Sexes.....	5,168	160	459	1,460	1,649	957	483
Males.....	1,054	55	100	258	311	213	117
Females.....	4,114	105	359	1,202	1,338	744	366

\* Less than 10,000.

**TABLE A-2.—PERSONS LOOKING FOR WORK IN CANADA**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Week Ended March 16, 1957		Week Ended February 16, 1957		Week Ended March 24, 1956	
	Total	Seeking Full-Time Work <sup>1</sup>	Total	Seeking Full-Time Work <sup>1</sup>	Total	Seeking Full-Time Work <sup>1</sup>
Total looking for work.....	360	333	335	315	309	281
Without Jobs.....	343	318	323	—	295	268
Under 1 month.....	77	—	75	—	71	—
1 - 3 months.....	161	—	195	—	120	—
4 - 6 months.....	91	—	40	—	81	—
7 - 12 months.....	10	—	*	—	14	—
13 - 18 months.....	*	—	*	—	*	—
19 - and over.....	*	—	*	—	*	—
Worked.....	17	15	12	12	14	13
1 - 14 hours.....	*	*	*	*	*	*
15 - 34 hours.....	12	10	*	*	10	10

<sup>1</sup> To obtain number seeking part-time work, subtract figures in this column from those in the "Total" column.

\* Less than 10,000.

**B—Labour Income****TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Transporta- tion, Com- munication, Storage, Trade	Finance, Services, (including Government)	Supple- mentary Labour Income	Total
1949 Average.....	49	214	47	169	147	21	647
1950 Average.....	55	231	47	180	156	24	693
1951 Average.....	72	272	52	208	178	28	810
1952 Average.....	76	303	63	233	199	32	906
1953 Average.....	73	329	70	252	217	35	976
1954 Average.....	73	323	69	261	239	35	1,000
1955 Average.....	77	342	78	278	256	37	1,068
1956 Average.....	87	379	93	307	283	41	1,190
1956—March.....	70	365	70	284	266	39	1,094
April.....	68	371	79	291	277	40	1,126
May.....	78	377	92	301	281	40	1,169
June.....	89	381	105	311	288	41	1,215
July.....	95	382	105	317	281	43	1,223
August.....	98	382	108	319	286	43	1,236
September.....	99	392	110	324	299	44	1,268
October.....	104	394	114	324	294	43	1,273
November.....	98	397	101	325	300	44	1,265
December.....	96	397	90	327	295	43	1,248
1957—January.....	87	384	76	310	298	42	1,197
February.....	85	389	74	316	299	42	1,205
March.....	77	393	73	317	302	43	1,205

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At February 1, employers in the principal non-agricultural industries reported a total employment of 2,683,477

**TABLE C-1.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100). (The latest figures are subject to revision)

Source: Employment and Payrolls (Dominion Bureau of Statistics)

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing		
	Index Numbers			Average Weekly Wages and Salaries	Index Numbers		
	Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employ- ment	Aggregate Weekly Payrolls	Average Wages and Salaries
1949—Average.....	100.0	100.0	100.0	42.96	100.0	100.0	100.0
1950—Average.....	101.5	106.0	104.4	44.84	100.9	106.2	105.1
1951—Average.....	108.8	125.6	115.5	49.61	108.0	126.1	116.6
1952—Average.....	111.6	140.3	126.0	54.13	109.3	139.7	127.6
1953—Average.....	113.4	151.5	133.4	57.30	113.3	152.4	134.2
1954—Average.....	109.9	151.3	137.1	58.88	107.7	150.0	138.6
1955—Average.....	112.5	160.1	141.7	60.87	109.3	158.4	144.1
1956—Average.....	120.1	180.5	149.4	64.18	115.4	175.5	151.2
1956—Feb. 1.....	112.3	164.0	145.3	62.43	110.2	164.0	147.9
Mar. 1.....	113.2	167.3	147.1	63.20	112.3	168.5	149.1
Apr. 1.....	113.5	168.4	147.6	63.43	113.4	171.2	150.1
May 1.....	115.2	172.3	148.8	63.93	114.1	174.2	151.7
June 1.....	119.7	179.0	148.8	63.93	115.4	175.6	151.1
July 1.....	124.2	187.6	150.3	64.56	118.0	180.6	152.1
Aug. 1.....	125.4	189.9	150.8	64.77	117.9	179.2	151.1
Sept. 1.....	125.7	191.0	151.3	65.01	118.0	180.1	151.7
Oct. 1.....	125.9	194.5	153.8	66.07	118.6	184.4	154.6
Nov. 1.....	126.2	195.4	154.2	66.24	118.6	185.9	155.9
Dec. 1.....	125.7	194.3	153.9	66.11	118.0	185.6	156.4
1957—Jan. 1.....	121.4	180.3	148.0	63.58	114.8	171.7	148.8
Feb. 1.....	118.7	184.8	155.1	66.62	115.0	181.9	157.3

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TABLE C-2. -AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956
(a) Provinces						
Newfoundland.....	120.2	124.4	122.7	59.27	57.79	54.20
Prince Edward Island.....	113.2	109.6	108.4	46.78	47.79	47.74
Nova Scotia.....	98.3	99.6	96.9	55.59	52.71	52.68
New Brunswick.....	106.7	109.4	108.2	57.54	57.07	54.07
Quebec.....	118.0	121.0	112.5	64.08	61.16	59.94
Ontario.....	121.9	123.5	113.5	69.34	65.70	64.94
Manitoba.....	106.1	109.2	103.2	62.41	60.51	59.05
Saskatchewan.....	113.6	120.7	107.9	63.83	62.97	58.96
Alberta (including Northwest Territories).....	144.7	148.7	132.2	68.73	66.10	64.92
British Columbia (including Yukon).....	114.2	118.8	109.1	71.05	68.05	67.33
Canada.....	118.7	121.4	112.3	66.62	63.58	62.43
(b) Metropolitan Areas						
St. John's.....	113.6	116.3	113.9	48.09	47.83	45.59
Sydney.....	92.3	92.9	83.8	67.88	66.30	62.93
Halifax.....	119.3	122.4	115.7	54.36	50.66	52.30
Saint John.....	108.5	110.2	111.8	52.14	49.68	51.10
Quebec.....	104.6	108.5	103.7	54.82	52.38	52.38
Sherbrooke.....	109.3	112.8	103.7	57.89	51.76	52.53
Three Rivers.....	111.5	113.1	105.5	62.81	59.38	58.29
Drummondville.....	76.6	76.4	78.3	57.28	55.73	54.77
Montreal.....	120.5	121.5	114.2	64.77	60.92	61.25
Ottawa—Hull.....	115.6	120.5	112.7	56.91	56.76	57.70
Peterborough.....	109.7	109.2	95.8	74.02	69.37	66.48
Oshawa.....	174.3	179.3	81.8	75.12	70.43	67.81
Niagara Falls.....	119.5	122.1	115.2	79.51	70.56	71.06
St. Catharines.....	125.6	127.2	102.5	78.44	73.69	72.87
Toronto.....	130.1	131.9	123.2	69.53	65.99	65.96
Hamilton.....	113.2	115.6	109.1	73.34	69.21	67.39
Brantford.....	87.3	87.5	88.8	63.67	59.20	61.19
Galt.....	112.2	111.6	104.3	60.58	56.60	57.75
Kitchener.....	113.9	115.0	105.4	62.38	59.52	59.84
Sudbury.....	139.5	140.7	130.9	82.59	80.51	78.15
London.....	119.5	118.9	110.5	62.05	59.38	59.26
Sarnia.....	129.3	127.1	123.0	81.08	77.94	74.73
Windsor.....	105.7	107.2	105.6	73.54	68.02	72.34
Sault Ste. Marie.....	129.6	133.1	119.2	83.37	80.35	76.97
Ft. William—Pt. Arthur.....	106.9	113.8	104.8	66.35	65.21	63.80
Winnipeg.....	103.8	108.2	103.0	59.03	57.43	56.38
Regina.....	114.4	119.5	109.2	60.46	59.49	56.88
Saskatoon.....	116.0	119.4	111.4	57.47	57.18	55.13
Edmonton.....	170.0	174.8	155.5	65.17	60.33	60.00
Calgary.....	152.1	156.2	139.6	63.58	62.43	61.21
Vancouver.....	115.7	119.9	108.4	69.67	66.47	64.76
Victoria.....	117.2	123.4	114.9	63.35	60.94	60.93

**TABLE C-3.—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls (Dominion Bureau of Statistics)

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956	Feb. 1 1957	Jan. 1 1957	Feb. 1 1956
<b>Mining</b> .....	<b>123.8</b>	<b>122.7</b>	<b>114.4</b>	<b>82.42</b>	<b>78.67</b>	<b>76.82</b>
Metal mining.....	130.3	127.6	118.9	84.31	79.71	78.31
Gold.....	76.4	76.3	76.6	71.37	68.96	69.20
Other metal.....	180.7	175.4	158.3	89.42	84.08	82.42
Fuels.....	112.7	112.6	105.4	82.30	80.97	76.63
Coal.....	66.0	66.7	68.2	66.27	66.04	64.24
Oil and natural gas.....	284.7	281.1	229.4	95.97	94.01	88.91
Non-metal.....	127.9	131.3	121.5	73.95	68.05	70.69
<b>Manufacturing</b> .....	<b>115.0</b>	<b>114.8</b>	<b>110.2</b>	<b>69.17</b>	<b>65.44</b>	<b>65.05</b>
Food and beverages.....	100.1	102.4	98.5	60.98	58.76	58.11
Meat products.....	118.9	121.1	117.3	71.18	67.59	66.54
Canned and preserved fruits and vegetables.....	77.2	78.6	70.1	56.00	49.87	53.20
Grain mill products.....	102.3	103.1	101.0	63.89	61.71	61.96
Bread and other bakery products.....	106.3	108.5	107.8	57.21	57.79	54.09
Biscuits and crackers.....	88.2	87.3	88.8	50.03	42.81	49.13
Distilled and malt liquors.....	96.5	106.0	98.8	76.49	76.37	72.58
Tobacco and tobacco products.....	110.8	104.7	104.6	59.20	57.54	54.56
Rubber products.....	114.0	113.7	111.7	71.57	67.71	67.16
Leather products.....	88.9	86.1	90.6	48.05	43.68	45.38
Boots and shoes (except rubber).....	92.6	88.9	93.4	45.99	40.42	43.42
Textile products (except clothing).....	88.0	87.3	88.2	55.70	51.68	53.22
Cotton yarn and broad woven goods.....	88.7	89.0	90.2	52.65	48.93	51.07
Woollen goods.....	74.9	74.1	74.2	53.61	48.94	51.15
Synthetic textiles and silk.....	87.0	85.6	89.6	61.90	60.52	59.04
Clothing (textile and fur).....	95.2	90.0	95.3	45.29	38.88	43.10
Men's clothing.....	101.7	97.3	99.4	44.04	38.26	42.16
Women's clothing.....	95.1	85.0	96.5	47.03	38.50	44.28
Knit goods.....	83.2	81.4	83.7	45.19	39.79	43.68
Wood products.....	101.4	103.4	103.0	56.65	53.03	57.02
Saw and planing mills.....	98.8	101.6	103.5	57.09	53.88	59.20
Furniture.....	112.1	112.5	107.9	57.12	52.42	54.41
Other wood products.....	93.7	94.6	91.8	53.37	50.13	51.48
Paper products.....	121.1	121.6	117.3	81.67	78.73	76.77
Pulp and paper mills.....	122.2	123.3	119.4	88.18	85.88	82.72
Other paper products.....	118.2	117.6	112.3	64.99	60.15	61.30
Printing, publishing and allied industries.....	118.2	117.3	112.9	73.10	71.29	69.70
Iron and steel products.....	114.6	113.3	107.2	77.92	72.30	73.06
Agricultural implements.....	59.6	53.7	67.5	76.35	71.28	72.90
Fabricated and structural steel.....	165.3	155.2	133.4	79.82	70.62	75.15
Hardware and tools.....	101.1	102.0	107.7	71.41	65.47	67.66
Heating and cooking appliances.....	102.2	98.5	100.8	66.15	61.80	64.38
Iron castings.....	107.0	106.0	105.7	75.77	68.27	71.74
Machinery mfg.....	129.6	129.1	113.1	75.64	69.18	71.96
Primary iron and steel.....	125.7	125.7	114.5	88.31	85.74	80.36
Sheet metal products.....	109.3	112.6	105.5	73.87	67.92	69.39
Transportation equipment.....	147.7	147.0	129.5	76.53	72.60	71.71
Aircraft and parts.....	376.3	367.4	344.9	81.19	75.78	77.83
Motor vehicles.....	142.7	143.9	112.3	79.23	76.58	76.41
Motor vehicle parts and accessories.....	122.1	122.5	93.0	77.40	71.35	71.31
Railroad and rolling stock equipment.....	96.0	96.6	90.4	71.29	71.14	64.43
Shipbuilding and repairing.....	152.9	149.9	144.2	71.81	64.70	66.81
Non-ferrous metal products.....	131.4	134.0	125.3	78.42	76.93	73.82
Aluminum products.....	138.1	141.7	127.7	73.38	71.23	68.26
Brass and copper products.....	108.5	109.3	111.9	73.29	68.71	70.71
Smelting and refining.....	156.0	160.1	145.0	85.07	85.05	80.13
Electrical apparatus and supplies.....	153.8	154.5	143.0	75.44	70.26	70.50
Non-metallic mineral products.....	123.0	129.1	124.8	72.97	67.27	68.40
Clay products.....	92.5	101.7	106.8	68.16	65.06	66.46
Glass and glass products.....	128.1	135.9	128.1	70.33	65.02	67.30
Products of petroleum and coal.....	134.8	134.4	126.5	97.93	98.50	89.52
Chemical products.....	128.6	128.1	124.0	77.10	75.85	71.81
Medicinal and pharmaceutical preparations.....	116.8	116.3	113.3	70.73	68.42	67.15
Acids, alkalis and salts.....	132.5	133.0	128.3	87.34	88.28	79.61
Miscellaneous manufacturing industries.....	110.2	109.3	103.6	59.67	55.90	56.12
<b>Construction</b> .....	<b>113.4</b>	<b>117.1</b>	<b>102.9</b>	<b>73.05</b>	<b>62.54</b>	<b>66.29</b>
Building and general engineering.....	127.4	129.3	113.0	78.80	64.87	71.22
Building.....	134.7	136.5	119.1	78.52	64.42	70.89
Engineering work.....	97.3	99.7	86.9	80.38	67.38	73.19
Highways, bridges and streets.....	91.1	97.7	86.7	60.23	57.61	55.94
<b>Service</b> .....	<b>124.3</b>	<b>124.7</b>	<b>115.2</b>	<b>44.39</b>	<b>43.96</b>	<b>42.02</b>
Hotels and restaurants.....	118.0	119.0	108.8	37.15	37.22	35.75
Laundries and dry cleaning plants.....	109.3	109.2	103.2	39.41	38.16	38.36
Other service.....	164.6	164.0	152.6	65.40	64.77	60.15
<b>Industrial composite</b> .....	<b>118.7</b>	<b>121.4</b>	<b>112.3</b>	<b>66.62</b>	<b>63.58</b>	<b>62.43</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners)      SOURCE: Man-Hours and Hourly Earnings (Dominion Bureau of Statistics)  
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Mar. 1, 1957	Feb. 1, 1957	Mar. 1, 1956	Mar. 1, 1957	Feb. 1, 1957	Mar. 1, 1956
Newfoundland.....	43.2	40.9	43.2	150.3	157.0	134.9
Nova Scotia.....	40.8	41.1	41.4	143.8	142.7	132.2
New Brunswick.....	41.7	41.9	42.3	139.2	137.5	133.0
Quebec.....	42.4	42.4	42.9	141.4	141.1	132.3
Ontario.....	40.4	40.6	40.9	166.5	166.4	157.4
Manitoba.....	40.6	40.6	40.7	146.2	147.4	139.1
Saskatchewan.....	39.7	39.7	39.7	162.7	162.0	155.9
Alberta <sup>1</sup> .....	40.1	40.1	39.8	163.8	164.0	154.3
British Columbia <sup>2</sup> .....	38.1	36.8	38.3	187.9	188.0	177.9

<sup>1</sup>Includes Northwest Territories.

<sup>2</sup>Includes Yukon Territory.

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings* (Dominion Bureau of Statistics).

TABLE C-5.—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, Dominion Bureau of Statistics

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Mar. 1 1957	Feb. 1 1957	Mar. 1 1956	Mar. 1 1957	Feb. 1 1957	Mar. 1 1956	Mar. 1 1957	Feb. 1 1957	Mar. 1 1956
	no.	no.	no.	¢	¢	¢	\$	\$	\$
Mining.....	43.2	42.9	44.0	182.6	181.6	166.8	78.88	77.91	73.39
Metal mining.....	43.7	43.0	44.4	188.9	187.9	171.5	82.55	80.80	76.15
Gold.....	43.2	42.9	46.1	157.3	156.8	142.3	67.95	67.27	65.60
Other metal.....	43.9	43.1	43.6	201.8	200.8	185.8	88.59	86.54	81.01
Fuels.....	42.6	42.9	43.5	174.3	173.3	160.4	74.25	74.35	69.77
Coal.....	40.1	41.5	41.9	153.0	154.9	150.0	61.35	64.28	62.85
Oil and natural gas.....	47.1	45.4	47.5	206.8	204.7	184.6	97.40	92.93	87.69
Non-metal.....	42.2	42.2	43.3	168.2	167.5	157.9	70.98	70.69	68.37
Manufacturing.....	41.0	40.9	41.3	157.6	157.5	148.5	64.62	64.42	61.33
Food and beverages.....	40.6	40.2	41.3	137.9	137.3	130.1	55.99	55.19	53.73
Meat products.....	39.5	39.7	39.5	165.7	165.7	155.0	65.45	65.78	61.23
Canned and preserved fruits and vegetables.....	39.9	40.6	39.7	125.6	120.3	121.2	50.11	48.84	48.12
Grain mill products.....	41.1	40.9	41.3	144.3	144.9	141.5	59.31	59.26	58.44
Bread and other bakery products.....	42.6	42.5	43.5	123.7	122.6	113.9	52.70	52.11	49.55
Distilled and malt liquors.....	39.5	38.9	40.4	179.0	179.0	168.0	70.71	69.63	67.87
Tobacco and tobacco products.....	40.1	40.2	40.0	135.8	135.4	126.0	54.46	54.43	50.40
Leather products.....	41.6	41.6	41.1	163.2	162.8	150.8	67.89	67.72	61.98
Boots and shoes (except rubber).....	41.9	41.3	41.8	108.5	108.0	103.6	45.46	44.60	43.30
Textile products (except clothing).....	41.5	41.3	41.6	104.7	104.4	99.7	43.45	43.12	41.48
Cotton yarn and broad woven goods.....	42.6	42.9	43.3	119.7	119.0	113.2	50.99	51.05	49.02
Woolen goods.....	40.9	40.9	42.2	120.3	119.4	113.6	49.20	48.83	47.94
Synthetic textiles and silk.....	43.7	44.0	44.0	111.3	111.5	106.5	48.64	49.06	46.86
Clothing (textile and fur).....	44.2	45.2	45.2	126.3	125.2	118.7	55.82	56.59	53.65
Men's clothing.....	39.5	39.2	39.8	104.8	104.1	99.2	41.40	40.81	39.48
Women's clothing.....	39.1	38.5	39.3	105.0	103.7	98.2	41.06	39.92	38.59
Knit goods.....	38.2	37.9	38.3	111.0	111.0	105.1	42.40	42.22	40.25
*Wood products.....	41.2	41.1	41.2	100.8	100.7	97.9	41.53	41.39	40.33
Saw and planing mills.....	41.3	39.4	41.9	137.3	135.5	131.3	56.70	53.39	55.01
Furniture.....	40.1	37.2	40.8	147.8	146.0	141.2	59.27	54.31	57.61
Other wood products.....	43.0	42.4	43.5	125.5	125.6	119.5	53.97	53.25	51.98
Paper products.....	43.0	42.8	43.8	117.4	115.5	110.2	50.48	49.43	48.27
Pulp and paper mills.....	42.0	42.3	42.6	197.0	196.6	183.4	76.64	76.89	72.54
Other paper products.....	40.9	40.8	41.3	143.2	143.1	135.9	58.61	58.38	56.13
Printing, publishing and allied industries.....	39.8	39.8	40.0	186.5	184.4	178.4	74.23	73.39	71.36
*Iron and steel products.....	41.7	41.7	41.9	180.1	179.6	169.7	75.10	74.89	71.10
Agricultural implements.....	40.9	40.3	40.9	178.7	177.6	177.7	73.09	71.57	72.68
Fabricated and structural steel.....	42.3	41.5	42.3	177.5	175.6	168.6	75.08	72.87	71.32
Hardware and tools.....	41.6	42.0	42.1	160.7	160.1	155.0	66.85	67.24	65.26
Heating and cooking appliances.....	41.6	40.8	42.3	152.6	150.9	143.3	63.48	61.57	60.62
Iron castings.....	41.9	42.0	42.8	176.7	176.0	166.7	74.04	73.92	71.35
Machinery manufacturing.....	42.9	43.3	43.1	168.9	168.9	162.2	72.46	73.13	69.91
Primary iron and steel.....	41.0	41.2	41.1	208.2	208.1	190.0	85.38	85.74	78.09
Sheet metal products.....	40.8	40.3	40.8	170.9	170.6	160.9	69.73	68.75	65.65
*Transportation equipment.....	39.7	40.3	40.4	179.4	179.5	169.8	71.22	72.34	68.60
Aircraft and parts.....	41.8	41.9	41.5	183.8	180.3	173.7	76.83	75.55	72.09
Motor vehicles.....	35.5	38.2	40.4	192.0	191.8	182.8	68.16	73.27	73.85
Motor vehicle parts and accessories.....	39.3	41.0	38.0	179.7	179.8	171.1	70.62	73.72	65.02
Railroad and rolling stock equipment.....	40.1	39.8	39.9	175.0	175.9	161.4	70.18	70.01	64.40
Shipbuilding and repairing.....	41.3	41.4	41.4	170.2	170.7	160.1	70.29	70.67	66.28
*Non-ferrous metal products.....	41.0	41.1	41.1	178.3	177.8	169.3	73.10	73.08	69.58
Aluminum products.....	41.0	40.7	40.8	155.5	154.9	147.8	63.76	63.04	60.30
Brass and copper products.....	40.9	40.9	42.5	166.6	165.7	158.0	68.14	67.77	67.15
Smelting and refining.....	41.0	41.2	40.8	193.5	193.3	184.2	79.34	79.64	75.15
*Electrical apparatus and supplies.....	40.6	41.2	41.0	165.5	165.7	154.8	67.19	68.27	63.47
Heavy electrical machinery and equipment.....	41.6	41.4	41.1	182.8	183.4	169.3	76.04	75.93	69.58
Radios and radio parts.....	39.3	39.8	39.7	145.7	144.2	140.5	57.26	57.39	55.78
Batteries.....	41.8	42.4	41.4	162.3	162.7	154.7	67.84	68.98	64.05
Refrigerators, vacuum cleaners and appliances.....	40.1	40.3	39.5	167.9	168.0	156.1	67.33	67.70	61.66
Miscellaneous electrical products.....	40.0	41.6	.....	151.9	154.4	.....	60.76	64.23	.....
*Non-metallic mineral products.....	42.3	43.1	.....	181.7	180.2	.....	76.86	77.67	.....
Clay products.....	42.5	42.8	43.0	159.1	159.0	150.3	67.62	68.05	64.63
Glass and glass products.....	42.2	41.9	43.7	151.3	150.2	139.6	63.85	62.93	61.01
Products of petroleum and coal.....	40.3	43.7	42.9	152.8	155.0	148.6	64.33	67.74	63.75
Chemical products.....	41.2	41.7	40.6	210.9	211.5	203.9	84.99	88.20	82.78
Medicinal and pharmaceutical preparations.....	40.8	40.9	41.9	132.3	131.2	128.9	53.98	53.66	54.01
Acids, alkalis and salts.....	41.8	41.8	41.9	190.2	190.2	176.9	79.59	79.50	74.12
Miscellaneous manufacturing industries.....	41.5	41.6	41.3	128.1	127.9	121.1	53.16	53.21	50.01
*Durable goods.....	40.9	40.9	41.3	170.4	170.4	160.6	69.69	69.69	66.49
Non-durable goods.....	41.0	40.9	41.3	143.7	143.3	135.2	58.92	58.61	55.84
Construction.....	41.6	41.2	40.9	174.8	175.7	162.9	72.62	72.39	66.63
Buildings and structures.....	42.5	41.7	40.7	185.4	186.3	174.1	78.80	77.69	70.86
Highways, bridges and streets.....	39.2	40.0	41.3	144.1	144.2	132.6	56.49	57.68	54.76
Electric and motor transportation.....	44.7	44.5	44.6	156.5	155.9	149.1	69.98	69.38	66.50
Service.....	40.1	39.5	40.5	93.2	92.3	85.5	37.37	36.46	35.84
Hotels and restaurants.....	40.4	39.7	40.9	93.7	92.5	88.9	37.85	36.72	36.36
Laundries and dry cleaning plants.....	40.0	39.8	40.3	87.2	86.8	83.3	34.88	34.55	33.57

\*Durable manufactured goods industries.

**TABLE C-6. -EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS  
IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Man Hours and Hourly Earnings: Prices and Price Indexes, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1949 = 100)		
				Average Weekly Earnings	Consumer Price Index	Average Real Weekly Earnings
		cts.				
Monthly Average 1949.....	42.3	98.6	41.71	100.0	100.0	100.0
Monthly Average 1950.....	42.3	103.6	43.82	105.1	102.9	102.1
Monthly Average 1951.....	41.8	116.8	48.82	117.0	113.7	102.9
Monthly Average 1952.....	41.5	129.2	53.62	128.6	116.5	110.4
Monthly Average 1953.....	41.3	135.8	56.09	134.5	115.5	116.5
Monthly Average 1954.....	40.6	140.8	57.16	137.0	116.2	117.9
Monthly Average 1955.....	41.0	144.5	59.25	142.1	116.4	122.0
Monthly Average 1956.....	41.1	151.5	62.27	149.8	118.1	126.8
Week Preceding:						
February 1, 1956.....	41.2	147.3	60.69	145.5	116.4	125.0
March 1, 1956.....	41.3	148.5	61.33	147.0	116.4	126.3
April 1, 1956.....	41.1	150.5	61.86	148.3	116.6	127.2
May 1, 1956.....	41.4	151.1	62.56	150.0	116.6	128.6
June 1, 1956.....	40.9	151.9	62.13	149.0	117.8	126.5
July 1, 1956.....	41.2	152.7	62.91	150.8	118.5	127.3
August 1, 1956.....	40.8	152.4	62.18	149.1	119.1	125.2
September 1, 1956.....	41.1	152.1	62.51	149.9	119.0	126.0
October 1, 1956.....	41.5	153.3	63.62	152.5	119.8	127.3
November 1, 1956.....	41.6	154.7	64.36	154.3	120.3	128.3
December 1, 1956.....	41.5	155.5	64.53	154.7	120.4	128.5
January 1, 1957.....	41.2*	158.0	65.10*	156.1	120.3	129.8
February 1, 1957(†).....	40.9	157.5	64.42	154.4	120.5	128.1

NOTE: Average Real Weekly Earnings were computed by dividing the Consumer Price Index into the average Weekly earnings index. (Average 1949 = 100) by the Economics and Research Branch, Department of Labour.

\* Figures adjusted for holidays. The actual figures for January 1, 1957 are 37.9 and \$59.88.

(†) Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period		Unfilled Vacancies*			Live Applications for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
May 1,	1951.....	36,940	15,513	52,453	163,310	54,201	217,511
May 1,	1952.....	25,778	16,332	42,110	241,885	68,351	310,236
May 1,	1953.....	24,982	19,142	44,124	241,990	57,397	299,387
May 1,	1954.....	14,942	15,335	30,277	378,873	86,818	465,691
May 1,	1955.....	15,508	14,655	30,163	394,275	98,601	492,876
May 1,	1956.....	35,698	19,913	55,611	313,750	89,239	402,989
June 1,	1956.....	44,157	22,612	66,769	160,642	68,697	229,339
July 1,	1956.....	40,016	22,292	62,308	116,849	72,618	189,467
August 1,	1956.....	38,195	19,636	57,831	105,417	69,272	174,689
September 1,	1956.....	39,324	22,039	61,363	101,718	60,377	162,095
October 1,	1956.....	40,726	21,827	62,553	97,699	59,502	157,201
November 1,	1956.....	31,997	17,154	49,151	108,703	65,017	173,720
December 1,	1956.....	27,634	16,442	44,076	171,326	74,709	246,035
January 1,	1957.....	19,784	13,440	33,224	343,956	92,207	436,163
February 1,	1957.....	18,117	12,376	30,493	447,210	112,994	560,204
March 1,	1957.....	14,218	12,694	26,912	474,661	113,489	588,150
April 1,	1957 (1).....	19,523	14,760	34,283	479,539	111,129	590,668
May 1,	1957 (1).....	28,999	18,200	47,199	378,062	96,250	474,312

\* Current vacancies only. Deferred vacancies are excluded.

(1) Latest figures subject to revision.

**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT MARCH 29, 1957 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from			
				February 28, 1957	March 29, 1956		
<b>Agriculture, Fishing, Trapping.....</b>	<b>1,359</b>	<b>272</b>	<b>1,631</b>	<b>+</b>	<b>767</b>	<b>+</b>	<b>219</b>
<b>Forestry.....</b>	<b>2,268</b>	<b>16</b>	<b>2,284</b>	<b>+</b>	<b>506</b>	<b>+</b>	<b>336</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>1,151</b>	<b>70</b>	<b>1,221</b>	<b>+</b>	<b>284</b>	<b>+</b>	<b>126</b>
Metal Mining.....	864	20	884	+	292	+	54
Fuels.....	194	37	231	+	7	+	111
Non-Metal Mining.....	59	1	60	+	9	—	16
Quarrying, Clay and Sand Pits.....	6	1	7	—	1	—	8
Prospecting.....	28	11	39	—	23	—	15
<b>Manufacturing.....</b>	<b>4,303</b>	<b>2,780</b>	<b>7,083</b>	<b>+</b>	<b>684</b>	<b>—</b>	<b>1,721</b>
Foods and Beverages.....	254	210	464	+	110	—	79
Tobacco and Tobacco Products.....	4	14	18	+	6	—	18
Rubber Products.....	26	21	47	+	1	—	57
Leather Products.....	86	139	225	—	42	—	56
Textile Products (except clothing).....	162	207	369	+	46	+	41
Clothing (textile and fur).....	122	1,213	1,335	—	32	—	28
Wood Products.....	336	90	426	+	24	—	114
Paper Products.....	192	76	268	+	27	—	137
Printing, Publishing and Allied Industries.....	162	123	285	+	45	—	26
Iron and Steel Products.....	898	162	1,060	+	8	—	343
Transportation Equipment.....	853	79	932	+	144	—	477
Non-Ferrous Metal Products.....	326	55	381	+	145	—	97
Electrical Apparatus and Supplies.....	373	144	517	+	69	—	269
Non-Metallic Mineral Products.....	133	48	181	+	24	—	6
Products of Petroleum and Coal.....	63	15	78	+	23	+	8
Chemical Products.....	225	70	295	+	37	—	54
Miscellaneous Manufacturing Industries.....	88	114	202	+	49	—	9
<b>Construction.....</b>	<b>2,256</b>	<b>137</b>	<b>2,393</b>	<b>+</b>	<b>1,035</b>	<b>+</b>	<b>275</b>
General Contractors.....	1,753	87	1,840	+	850	+	240
Special Trade Contractors.....	503	50	553	+	185	+	35
<b>Transportation, Storage and Communication.....</b>	<b>1,559</b>	<b>377</b>	<b>1,936</b>	<b>+</b>	<b>817</b>	<b>+</b>	<b>29</b>
Transportation.....	1,417	207	1,624	+	798	+	92
Storage.....	54	32	86	+	21	+	24
Communication.....	88	138	226	—	2	—	87
<b>Public Utility Operation.....</b>	<b>293</b>	<b>39</b>	<b>332</b>	<b>+</b>	<b>104</b>	<b>—</b>	<b>67</b>
<b>Trade.....</b>	<b>2,153</b>	<b>2,282</b>	<b>4,435</b>	<b>+</b>	<b>808</b>	<b>—</b>	<b>886</b>
Wholesale.....	724	554	1,278	+	95	—	496
Retail.....	1,429	1,728	3,157	+	713	—	390
<b>Finance, Insurance and Real Estate.....</b>	<b>673</b>	<b>919</b>	<b>1,592</b>	<b>+</b>	<b>174</b>	<b>—</b>	<b>204</b>
<b>Service.....</b>	<b>3,526</b>	<b>7,898</b>	<b>11,424</b>	<b>+</b>	<b>1,501</b>	<b>—</b>	<b>2,643</b>
Community or Public Service.....	331	1,339	1,670	+	127	+	44
Government Service.....	1,854	434	2,288	+	146	—	2,081
Recreation Service.....	168	69	237	+	30	—	50
Business Service.....	538	411	949	—	77	—	269
Personal Service.....	635	5,645	6,280	+	1,275	—	287
<b>Grand Total.....</b>	<b>19,541</b>	<b>14,790</b>	<b>34,331</b>	<b>+</b>	<b>6,680</b>	<b>—</b>	<b>4,536</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT MARCH 28, 1957 <sup>(1)</sup>**

(SOURCE: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional & managerial workers.....	3,526	921	4,447	6,204	1,646	7,850
Clerical workers.....	1,457	4,145	5,602	13,672	26,427	40,099
Sales workers.....	1,126	1,055	2,181	6,296	14,593	20,889
Personal and domestic service workers..	969	6,110	7,079	38,875	22,086	60,961
Seamen.....	131	.....	131	5,054	40	5,094
Agriculture and fishing.....	1,389	35	1,424	4,973	606	5,579
Skilled and semiskilled workers.....	8,318	1,860	10,178	228,846	19,451	248,297
Food and kindred products (inc. tobacco).....	62	50	112	2,098	979	3,077
Textiles, clothing, etc.....	118	1,389	1,507	2,498	10,464	12,962
Lumber and lumber products.....	2,558	5	2,563	44,174	202	44,376
Pulp, paper (inc. printing).....	64	6	70	1,116	478	1,594
Leather and leather products.....	45	56	101	1,129	896	2,025
Stone, clay and glass products.....	9	6	15	748	67	815
Metalworking.....	921	7	928	13,292	1,391	14,683
Electrical.....	282	24	306	1,933	1,527	3,460
Transportation equipment.....	25	4	29	855	52	907
Mining.....	504	.....	504	2,105	.....	2,105
Construction.....	905	.....	905	74,746	18	74,764
Transportation (except seamen).....	783	27	810	43,080	121	43,201
Communications and public utility.....	118	1	119	969	7	976
Trade and service.....	201	230	431	4,287	1,763	6,050
Other skilled and semiskilled.....	1,448	47	1,495	23,134	1,129	24,263
Foremen.....	132	7	139	5,875	342	6,217
Apprentices.....	143	1	144	6,807	15	6,822
Unskilled workers.....	2,607	634	3,241	175,619	26,280	201,899
Food and tobacco.....	41	61	102	7,417	8,162	15,579
Lumber and lumber products.....	179	2	181	26,853	541	27,394
Metalworking.....	351	21	372	5,892	753	6,645
Construction.....	803	.....	803	92,786	3	92,789
Other unskilled workers.....	1,233	550	1,783	42,671	16,821	59,492
<b>Grand Total.....</b>	<b>19,523</b>	<b>14,760</b>	<b>34,283</b>	<b>479,539</b>	<b>111,129</b>	<b>590,668</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 28, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	( <sup>1</sup> )	Previous	Previous	( <sup>1</sup> )	Previous	Previous
	March 28, 1957	Month Feb. 28, 1957	Year March 29, 1956	March 28, 1957	Month Feb. 28, 1957	Year March 29, 1956
<b>Newfoundland</b> .....	<b>2,005</b>	<b>242</b>	<b>333</b>	<b>26,666</b>	<b>25,801</b>	<b>22,344</b>
Corner Brook.....	3	3	9	5,583	5,163	4,926
Grand Falls.....	1,174	46	3	3,028	2,388	2,126
St. John's.....	828	193	321	18,055	18,250	15,292
<b>Prince Edward Island</b> .....	<b>110</b>	<b>96</b>	<b>134</b>	<b>5,094</b>	<b>5,184</b>	<b>4,302</b>
Charlottetown.....	70	62	95	3,192	3,241	2,718
Summerside.....	40	34	39	1,902	1,943	1,584
<b>Nova Scotia</b> .....	<b>1,207</b>	<b>730</b>	<b>1,339</b>	<b>28,561</b>	<b>27,908</b>	<b>25,621</b>
Amherst.....	14	10	27	1,288	1,240	1,101
Bridgewater.....	34	34	27	1,829	1,750	1,796
Halifax.....	940	424	1,087	5,032	5,203	4,512
Inverness.....	—	—	—	1,263	1,190	1,112
Kentville.....	43	36	36	3,617	3,692	3,203
Liverpool.....	6	83	7	738	768	596
New Glasgow.....	54	44	30	3,653	3,484	3,572
Springhill.....	—	1	1	1,065	907	872
Sydney.....	69	53	49	5,168	4,977	4,698
Truro.....	31	34	65	2,037	1,675	1,907
Yarmouth.....	16	11	10	2,871	3,022	2,252
<b>New Brunswick</b> .....	<b>1,023</b>	<b>955</b>	<b>857</b>	<b>35,301</b>	<b>34,291</b>	<b>31,902</b>
Bathurst.....	15	77	19	6,559	6,504	5,786
Campbellton.....	81	44	29	3,384	2,919	2,679
Edmundston.....	51	66	23	3,110	2,718	3,000
Fredericton.....	130	93	129	2,250	2,208	2,036
Minto.....	106	88	31	831	720	697
Moncton.....	412	395	355	8,667	9,390	8,018
Newcastle.....	13	8	12	3,685	3,520	3,038
Saint John.....	179	148	224	2,390	2,545	2,793
St. Stephen.....	8	11	7	1,680	1,640	1,321
Sussex.....	7	8	16	809	697	827
Woodstock.....	21	17	12	1,936	1,430	1,707
<b>Quebec</b> .....	<b>7,255</b>	<b>6,626</b>	<b>9,419</b>	<b>200,421</b>	<b>187,286</b>	<b>192,971</b>
Asbestos.....	17	10	62	954	963	676
Beauharnois.....	22	32	25	959	950	847
Buckingham.....	5	7	18	1,733	1,294	1,425
Causapscal.....	3	3	58	3,824	3,181	3,708
Chandler.....	3	2	6	2,641	2,629	2,509
Chicoutimi.....	114	147	89	2,749	2,044	2,841
Dolbeau.....	12	2	10	2,649	1,638	2,608
Drummondville.....	59	72	90	2,301	2,440	2,343
Farnham.....	17	17	40	1,055	1,039	1,241
Forestville.....	375	703	60	2,169	1,732	2,267
Gaspé.....	—	1	5	2,325	2,318	2,095
Granby.....	84	47	27	1,838	1,957	2,074
Hull.....	72	39	126	4,424	4,503	4,091
Joliette.....	84	66	107	4,396	4,210	4,161
Jonquière.....	67	55	29	2,807	2,402	3,212
Lachute.....	14	15	39	891	838	785
La Malbaie.....	44	4	110	2,950	2,957	3,117
La Tuque.....	49	101	471	891	702	1,055
Lévis.....	119	100	95	5,351	4,852	4,879
Louiseville.....	55	45	53	1,822	1,411	1,458
Magog.....	5	1	2	841	810	675
Maniwaki.....	4	7	30	1,922	881	1,104
Matane.....	4	137	7	4,635	3,853	4,857
Megantic.....	9	—	62	1,723	1,432	1,540
Mont-Laurier.....	3	7	5	1,966	1,360	1,639
Montmagny.....	25	19	33	3,008	2,473	2,418
Montreal.....	3,319	3,123	4,259	50,482	52,731	51,163
New Richmond.....	6	5	6	2,503	2,564	2,450
Port Alfred.....	488	506	416	1,998	1,542	1,796
Quebec.....	512	81	95	5,884	4,874	5,293
Rimouski.....	98	49	41	6,988	6,199	7,067
Rivière du Loup.....	16	13	18	1,719	944	1,500
Roberval.....	93	44	284	3,110	1,937	2,547
Rouyn.....	4	11	18	1,527	1,274	1,447
Ste. Agathe.....	62	42	87	1,328	1,424	1,377
Ste. Anne de Bellevue.....	62	50	39	2,010	2,210	1,730
Ste. Therese.....	104	47	82	4,408	3,430	3,910
St. Georges Est.....	55	49	87	2,449	2,564	2,139
St. Hyacinthe.....	61	64	77	1,771	1,890	1,892
St. Jean.....	39	34	36	1,943	2,110	1,786
St. Jerome.....	167	186	37	1,968	1,786	1,835
Sept Iles.....	49	67	61	51,14	4,370	5,251
Shawinigan Falls.....	170	158	196	5,400	4,856	4,192
Sherbrooke.....	128	64	33	2,231	2,358	2,200
Sorel.....	68	60	52	2,225	2,196	2,190
Thetford Mines.....	208	168	775	6,034	5,938	5,562
Three Rivers.....	—	—	—	—	—	—
Val d'Or.....	49	41	334	2,577	1,612	2,039

TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 28, 1957

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	(1) March 28, 1957	Previous Month Feb. 28, 1957	Previous Year March 29, 1956	(1) March 28, 1957	Previous Month Feb. 28, 1957	Previous Year March 29, 1956
<b>Quebec—Con.</b>						
Valleyfield.....	51	39	54	2, 119	2, 336	2, 102
Victoriaville.....	67	28	124	2, 570	2, 462	2, 352
Ville d'Alma.....	60	57	19	3, 024	2, 357	3, 032
<b>Ontario.....</b>	<b>11, 913</b>	<b>19, 097</b>	<b>16, 565</b>	<b>165, 565</b>	<b>168, 259</b>	<b>137, 032</b>
Arnprior.....	57	89	15	519	537	442
Barrie.....	56	49	95	1, 228	1, 334	1, 556
Belleville.....	49	39	11	1, 978	1, 914	17, 45
Bracebridge.....	76	183	80	1, 354	1, 186	1, 417
Brampton.....	57	32	91	835	876	622
Brantford.....	80	69	141	2, 460	2, 849	1, 545
Brockville.....	23	21	55	469	506	464
Carleton Place.....	1	3		321	353	325
Chatham.....	70	73	67	2, 571	2, 443	2, 348
Cobourg.....	4	5	13	843	871	604
Collingwood.....	26	13	20	807	1, 146	834
Cornwall.....	210	175	102	3, 398	3, 410	2, 596
Fort Erie.....	50	23	47	456	554	582
Fort Frances.....	14	5	11	553	486	651
Fort William.....	197	128	200	2, 233	1, 943	2, 556
Galt.....	221	123	126	1, 065	1, 025	740
Gananoque.....	6	3	5	346	402	284
Goderich.....	54	27	19	660	783	661
Guelph.....	111	105	165	1, 506	1, 675	1, 176
Hamilton.....	841	653	851	10, 849	11, 406	8, 886
Hawkesbury.....	30	24	21	1, 365	1, 353	1, 127
Ingersoll.....	31	37	29	1, 010	863	674
Kapuskasing.....	28	26	80	1, 055	532	1, 410
Kenora.....	48	27	32	675	592	638
Kingston.....	102	134	125	1, 850	2, 028	1, 604
Kirkland Lake.....	79	102	960	3, 222	2, 827	1, 031
Kitchener.....	81	64	130	1, 333	952	2, 353
Leamington.....	36	43	74	775	836	693
Lindsay.....	42	33	55	468	501	959
Listowel.....	37	33	892	4, 766	4, 930	433
London.....	587	605	5	1, 213	1, 428	3, 308
Midland.....	42	28	6	824	877	1, 173
Napanee.....	5	17	5	1, 072	1, 182	778
Newmarket.....	26	3	227	2, 817	3, 281	2, 361
New Toronto.....	125	104	75	2, 126	2, 327	1, 713
Niagara Falls.....	117	126	46	1, 872	1, 520	1, 720
North Bay.....	35	19	205	559	617	378
Oakville.....	91	61	64	963	1, 029	833
Orillia.....	33	15	361	3, 876	4, 208	3, 366
Oshawa.....	86	76	6, 489	6, 506	6, 806	5, 503
Ottawa.....	1, 991	1, 477	3, 756	2, 027	2, 378	1, 890
Owen Sound.....	57	58	2	453	437	490
Parry Sound.....	3	3	316	2, 153	1, 885	1, 763
Pembroke.....	180	131	30	631	673	662
Perth.....	40	20	162	3, 191	3, 182	2, 756
Peterborough.....	54	48	5	641	698	627
Pictou.....	31	7	477	4, 033	3, 198	4, 389
Port Arthur.....	359	194	14	737	721	640
Port Colborne.....	9	12	22	865	911	1, 011
Prescott.....	15	20	15	689	734	528
Renfrew.....	15	15	144	3, 912	4, 303	2, 897
St. Catharines.....	119	82	65	987	1, 048	905
St. Thomas.....	81	82	80	2, 655	3, 033	1, 632
Sarnia.....	76	80	388	1, 436	1, 352	1, 462
Sault Ste. Marie.....	622	487	38	1, 546	1, 372	1, 194
Simcoe.....	23	14	23	248	160	283
Sioux Lookout.....	14	18	10	464	527	618
Smiths Falls.....	14	10	66	930	956	615
Stratford.....	33	26	4	1, 268	974	1, 224
Sturgeon Falls.....	6	4	320	3, 824	3, 305	3, 600
Sudbury.....	524	212	127	2, 096	1, 554	2, 047
Timmins.....	85	92	4, 759	40, 482	42, 126	31, 751
Toronto.....	3, 250	3, 109	102	847	921	956
Trenton.....	53	53	41	710	785	710
Walkerton.....	49	42	17	1, 029	922	542
Wallaceburg.....	9	10	51	1, 709	1, 837	1, 360
Welland.....	78	86	2, 335	2, 509	2, 509	1, 701
Weston.....	130	145	8, 793	9, 384	6, 019	6, 019
Windsor.....	128	141	51	1, 135	1, 149	671
Woodstock.....	21	24				
<b>Manitoba.....</b>	<b>2, 707</b>	<b>2, 065</b>	<b>1, 993</b>	<b>25, 173</b>	<b>26, 167</b>	<b>25, 605</b>
Brandon.....	235	205	216	2, 445	2, 421	2, 275
Dauphin.....	96	24	26	1, 541	1, 543	1, 440
Flin Flon.....	80	90	41	166	184	140
Portage la Prairie.....	210	42	49	1, 254	1, 300	1, 219
The Pas.....	90	29	8	162	170	133
Winnipeg.....	1, 996	1, 675	1, 653	19, 605	20, 549	20, 389

**TABLE D-4.—UNFILLED VACANCIES AND LIVE APPLICATIONS AT MARCH 28, 1957**

(SOURCE: U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Live Applications		
	( <sup>1</sup> ) March 28, 1957	Previous Month Feb. 28, 1957	Previous Year March 29, 1956	( <sup>1</sup> ) March 28, 1957	Previous Month Feb. 28, 1957	Previous Year March 29, 1956
<b>Saskatchewan</b> .....	<b>1,953</b>	<b>1,270</b>	<b>1,271</b>	<b>18,375</b>	<b>19,315</b>	<b>19,341</b>
Estevan.....	111	105	83	398	351	299
Moose Jaw.....	338	278	250	1,503	1,615	1,695
North Battleford.....	45	37	120	1,366	1,459	1,420
Prince Albert.....	102	70	44	2,153	2,181	2,223
Regina.....	540	320	319	4,574	4,945	4,894
Saskatoon.....	396	206	230	4,027	4,192	4,529
Swift Current.....	143	115	106	1,125	1,202	1,063
Weyburn.....	78	63	81	474	494	510
Yorkton.....	200	76	38	2,755	2,876	2,708
<b>Alberta</b> .....	<b>3,195</b>	<b>2,743</b>	<b>2,920</b>	<b>26,725</b>	<b>27,025</b>	<b>26,014</b>
Blairmore.....	7	5	34	365	327	465
Courtenay.....	1,320	1,063	1,078	7,182	7,665	6,691
Calgary.....	16	16	11	655	493	647
Drumheller.....	1,111	1,157	1,251	12,536	12,298	12,242
Edmonton.....	162	102	88	420	360	354
Edson.....	307	163	261	2,948	3,222	2,931
Lethbridge.....	204	136	114	1,233	1,405	1,315
Medicine Hat.....	68	101	83	1,386	1,255	1,369
Red Deer.....						
<b>British Columbia</b> .....	<b>2,915</b>	<b>2,088</b>	<b>3,847</b>	<b>58,787</b>	<b>66,914</b>	<b>47,834</b>
Chilliwack.....	96	75	99	2,025	2,613	1,887
Courtenay.....	38	27	49	1,125	1,597	873
Cranbrook.....	7	9	11	1,118	968	1,101
Dawson Creek.....	28	18	43	669	577	551
Duncan.....	45	27	50	561	1,086	1,042
Kamloops.....	44	39	85	1,685	1,806	1,022
Kelowna.....	14	20	12	1,646	1,852	1,512
Kitimat.....	286	91	425	594	511	257
Mission City.....	19	32	61	1,207	1,742	1,384
Nanaimo.....	38	36	82	1,406	1,970	1,409
Nelson.....	30	37	25	1,357	1,466	1,159
New Westminster.....	246	222	203	6,873	8,410	5,303
Penticton.....	52	22	6	1,458	2,046	1,470
Port Alberni.....	17	14	158	679	851	615
Prince George.....	82	76	88	2,555	2,009	1,350
Prince Rupert.....	75	66	71	1,146	1,278	1,102
Princeton.....	2	6	3	490	632	392
Trail.....	10	6	13	1,070	1,203	1,053
Vancouver.....	1,238	1,005	1,843	24,822	27,487	19,148
Vernon.....	30	21	13	2,306	2,444	1,753
Victoria.....	340	205	381	3,541	3,986	2,925
Whitehorse.....	178	38	126	364	380	526
<b>Canada</b> .....	<b>34,283</b>	<b>26,912</b>	<b>38,678</b>	<b>599,665</b>	<b>588,150</b>	<b>532,966</b>
Males.....	19,523	14,218	23,010	479,539	474,661	428,221
Females.....	14,760	12,694	15,668	111,129	113,489	104,745

<sup>1</sup> Preliminary subject to revision.

<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5.—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: Form U.I.C. 751)

1952—1957

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1952.....	980,507	677,777	302,730	84,640	251,744	320,684	207,569	115,870
1953.....	993,406	661,167	332,239	76,913	259,874	342,678	201,670	112,271
1954.....	861,588	545,452	316,136	67,893	209,394	277,417	175,199	131,685
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1956 3 months.....	182,030	121,722	60,308	14,625	42,504	67,083	34,551	23,267
1957 3 months.....	162,846	104,318	58,528	11,389	40,683	61,795	32,029	16,950

**TABLE D-6.—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES, JANUARY 2 TO MARCH 29, 1957 (1)**  
(Source: U.I.C. 751)

Industry	Newfoundland				Prince Edward Island				Nova Scotia				New Brunswick				Quebec				Ontario			
	Placements		Placements		Placements		Placements		Placements		Placements		Placements		Placements		Placements		Placements		Placements		Placements	
	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Cas- ual	Trans- fers out
<b>Agriculture</b> .....					38	17		1	71	11	4	5	23	9			275	164	28	20	1,502	872	67	104
<b>Forestry</b> .....	1,775	12			10	9		3	267	141	4	6	417	180	2	4	5,032	1,631	4	1,018	1,707	1,301		218
<b>Fishing and Trapping</b> .....					2				1								1	1			13	8		2
<b>Mining, Quarrying and Oil Wells</b> .....	34	3							301	265		15	145	66	3	11	778	343	3	57	1,238	614	7	213
Metal Mining.....	34	3							2	2		11	39	26	10		583	214	1	50	1,048	476	1	210
Fuels.....									297	265		1	100	24	3		8	2		1	34	15		
Non-Metal Mining.....									2								157	106		4	12	9		1
Quarrying, Clay and Sand Pits.....																								
Prospecting.....																	13	10		2	64	55	1	
<b>Manufacturing</b> .....	43	12	2		31	6	20	1	1,392	1,007	118	48	678	328	123	1	1,288	13,156	552	290	24,542	17,284	1,759	361
Food and Beverages.....	21	4			16	2	14		140	86	33	3	136	90	13		1,288	838	48	3	1,890	1,356	177	11
Tobacco and Tobacco Products.....																								
Rubber Products.....									7	5							124	85			208	237	7	
Leather Products.....																	181	107	9		312	193	25	2
Textile Products (except clothing).....					1		1						6	4			1,009	788	12		578	468	15	4
Clothing (textile and fur).....									9	7	2		9	6			1,574	1,074	21	8	1,109	841	73	28
Wood Products.....					7	1	4		12	7	3		67	25			5,614	3,900	19	13	1,861	1,498	26	10
Paper Products.....	12	1							34	21	2		107	63	11		1,305	904	32	26	1,477	1,909	114	12
Printing, Publishing and Allied Industries.....	4	1	2						8	4			119	38	19		1,746	463	25	5	871	578	61	6
Iron and Steel Products.....					2				80	48	12		23	15			748	437	59	3	1,370	698	433	8
Transportation Equip- ments.....	6				1	1		1	456	373	26	37	31	14	9		1,827	1,375	20	16	6,485	4,589	290	114
Non-Ferrous Metal Prod- ucts.....					1				555	430	7	5	66	18	31	1	1,843	1,185	15	31	2,282	1,672	106	114
Electrical Apparatus and Supplies.....									10	3			60	38	3		984	399	4	171	839	628	43	4
Non-Metallic Mineral Products.....									37	10	8						949	404	14	4	1,960	1,260	118	14
Products of Petroleum and Coal.....									41	8	21	1	11	10			440	376	1	2	536	327	85	8
Chemical Products.....									1								240	47			159	90	8	
Miscellaneous Manufac- turing Industries.....					1	1			21	3	4	1	40	5	36		1,005	353	249	7	1,430	989	103	23
					2	1	1		2	2			3	2	1		659	445	24	1	1,175	861	72	3

<b>Construction</b>	246	131	6	7	22	17	10	1,055	233	109	13	897	585	59	28	6,255	4,597	222	621	12,529	9,353	889	915
General Contractors.....	229	111	6	7	9	8	9	799	187	79	11	782	514	52	17	4,635	3,348	221	605	10,017	7,591	548	877
Special Trade Contractors.....	17	10			13	9	1	256	46	30	2	115	71	7	11	1,620	1,249	71	16	2,512	1,762	341	38
<b>Transportation, Storage and Communication</b>	35	13	9	33	283	55	203	638	100	377	26	1,781	338	1,650	14	2,849	886	435	3	4,009	1,977	844	43
Transportation.....	32	10	9	33	280	54	202	586	72	309	25	1,714	296	1,045	13	2,208	757	420	3	3,253	1,624	711	6
Storage.....					1		1	11	5	6		38	28	2		62	36	1		336	246	83	1
Communication.....	3	3			2	1		41	23	2	1	29	14	3	1	579	93	5		420	132	17	36
<b>Public Utility Operation</b>	1				1	1		165	6	73		9	3	4		212	97	3	3	445	239	14	3
<b>Trade</b>	273	202	33		183	86	66	1,366	544	313	4	904	435	199	1	7,294	3,830	618	15	12,590	7,107	1,929	48
Wholesale.....	46	14	29		49	9	33	488	139	219		281	103	103		2,108	1,123	162	4	1,259	2,221	940	14
Retail.....	227	188	4		134	77	33	878	405	94	4	623	332	96	1	5,126	2,707	486	11	8,331	4,886	989	34
<b>Finance, Insurance and Real Estate</b>	35	3	1		20	14	2	242	72	21	1	135	49	10	1	1,319	692	24	3	2,219	1,232	86	3
<b>Service</b>	327	128	42		370	150	155	1,305	786	810	19	2,070	702	583	7	16,410	7,621	3,538	108	24,277	12,224	5,770	81
Community or Public Service.....	20	10	5		45	30	8	246	96	64	3	170	71	53		1,167	713	46	7	2,545	1,425	200	9
Government Service.....	206	77			43	36	3	522	311	213	9	263	299	22	2	1,916	1,437	120	43	4,229	3,700	398	32
Recreation Service.....	10	2	5		1	1		35	16	3		11	2	1		241	104	7	2	504	268	80	2
Business Service.....	10	10			2			18	39	24		98	26	41		1,010	480	13	4	1,885	1,091	116	16
Personal Service.....	81	29	32		279	82	141	1,384	324	604	6	1,428	304	466	5	12,076	4,887	3,352	52	15,114	5,740	4,976	22
<b>Totals</b>	2,769	494	93	58	969	355	446	17,780	3,165	1,829	137	7,659	2,695	2,033	67	61,031	33,018	5,527	2,138	85,071	52,211	11,365	1,991
<b>Men</b>	2,607	391	85	58	939	344	432	16,520	2,195	1,285	123	4,843	1,818	1,688	65	56,976	29,450	2,013	2,085	81,453	50,286	7,319	1,927
<b>Women</b>	162	103	8		401	211	111	1,260	970	544	14	2,216	877	345	2	24,075	12,528	3,514	53	30,618	17,005	3,816	61

<sup>1</sup> Current and deferred vacancies reported during the period.



	86	32	1	1	138	36	1	23	163	51	6	206	60	10	2	1,426	525	112	32
<b>Public Utility Operation.....</b>																			
<b>Trade.....</b>	2,624	973	913	5	1,851	812	372	2	3,723	1,902	874	4,073	1,609	1,402	7	34,891	17,500	6,719	83
Wholesale.....	1,278	510	488	1	730	335	177	.....	1,491	671	473	1,162	591	216	2	12,052	5,716	2,840	21
Retail.....	1,256	463	425	4	1,121	477	195	2	2,232	1,231	401	2,911	1,018	1,186	5	22,839	11,784	3,909	62
<b>Finance, Insurance and Real Estate</b>																			
<b>Service.....</b>	382	127	27	1	317	168	12	.....	698	345	18	776	412	37	.....	6,143	3,114	238	10
Community or Public Service.....	3,737	1,419	1,138	17	3,510	1,230	533	19	7,579	2,623	1,351	7,885	3,805	1,395	32	68,470	30,688	15,315	313
Government Service.....	507	252	40	.....	522	199	55	6	1,393	416	80	833	412	40	3	7,448	3,624	591	14
Recreation Service.....	640	443	12	6	762	217	13	2	1,193	612	23	1,745	1,095	97	18	11,619	8,257	2,905	114
Business Service.....	95	30	45	.....	68	27	19	.....	98	37	25	121	50	20	.....	1,181	2,411	366	28
Personal Service.....	180	74	17	.....	243	115	5	.....	560	269	30	712	336	120	1	4,868	2,411	366	28
	2,315	620	1,024	9	1,915	672	441	11	4,335	1,289	1,193	4,474	1,912	1,118	10	43,401	15,859	13,440	118
<b>Totals.....</b>	13,610	6,409	2,614	290	9,186	3,862	1,166	124	21,095	9,888	2,818	25,330	13,962	3,465	428	232,844	126,059	31,356	5,431
<b>Men.....</b>	8,077	4,093	1,185	283	5,267	2,162	692	118	11,648	5,621	1,474	18,623	9,182	1,519	398	115,373	81,293	17,792	3,233
<b>Women.....</b>	5,533	2,316	1,429	7	3,919	1,700	474	6	9,357	4,267	1,344	6,707	4,779	1,946	30	88,471	44,766	13,564	198

<sup>1</sup> Current and deferred vacancies reported during the period.

## E—Unemployment Insurance

**TABLE E-1.—BENEFICIARIES AND REGULAR AND SEASONAL BENEFIT PAYMENTS  
BY PROVINCE, MARCH 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week* (in thousands)	Number Commencing Benefit on Initial and Renewal Claims	Weeks Paid†(Disability Days in Brackets)		Amount of Benefit Paid \$
Newfoundland.....	22.6	5,852	94,978	(861)	2,160,093
Prince Edward Island.....	4.7	828	19,963	(687)	373,929
Nova Scotia.....	25.0	7,120	105,189	(5,133)	2,048,532
New Brunswick.....	29.5	8,802	123,772	(4,068)	2,517,100
Quebec.....	165.7	64,004	695,923	(50,082)	14,899,652
Ontario.....	137.6	47,337	577,952	(37,820)	11,955,806
Manitoba.....	22.9	6,308	96,244	(7,192)	1,976,398
Saskatchewan.....	17.4	4,139	72,886	(3,248)	1,556,805
Alberta.....	23.1	8,199	96,999	(5,374)	2,178,429
British Columbia.....	49.8	16,137	209,219	(14,839)	4,458,779
Total, Canada, March 1957.....	498.3	168,726	2,093,065	(129,304)	44,125,523
Total, Canada, February 1957.....	457.8	210,270	1,831,424	(105,469)	38,603,408
Total, Canada, March 1956.....	451.5	154,458	2,008,060	(138,743)	38,167,352

\* Based on the number of payment documents for the month.

† Under the old Act, payment was made on the basis of "days", whereas now the basis is "weekly".

**TABLE E-2.—REGULAR AND SEASONAL BENEFIT CLAIMANTS HAVING AN  
UNEMPLOYMENT REGISTER IN THE "LIVE FILE" ON THE LAST WORKING  
DAY OF THE MONTH, BY DURATION, SEX AND PROVINCE, MARCH, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Duration on the Register (weeks)									Mar. 29 1956 Total
	Total	1	2	3-4	5-8	9-12	13-16	17-20	Over 20	
Canada.....	558,811	79,729	36,209	54,946	93,593	107,118	99,989	42,033	45,194	511,073
Male.....	457,781	65,692	30,426	46,218	77,405	88,453	86,486	34,569	28,532	415,144
Female.....	101,030	14,037	5,783	8,728	16,188	18,665	13,503	7,464	16,662	95,929
Newfoundland.....	25,205	2,494	1,759	2,039	3,857	6,246	5,122	2,130	1,558	21,696
Male.....	24,233	2,415	1,699	1,949	3,716	6,029	4,998	2,055	1,372	21,101
Female.....	972	79	60	90	141	217	124	75	186	595
Prince Edward Island.....	4,350	275	114	213	622	1,125	1,166	470	365	3,939
Male.....	3,752	246	96	185	534	974	1,033	422	262	3,354
Female.....	598	29	18	28	88	151	133	48	103	585
Nova Scotia.....	28,571	3,748	1,661	2,273	4,491	6,808	4,974	2,126	2,490	26,168
Male.....	25,118	3,354	1,482	1,975	3,827	6,116	4,602	1,895	1,867	23,102
Female.....	3,453	394	179	298	664	692	372	231	623	3,066
New Brunswick.....	33,728	4,029	1,681	2,760	5,748	7,745	6,648	2,953	2,164	31,108
Male.....	29,787	3,710	1,559	2,525	5,155	6,959	5,879	2,544	1,456	27,158
Female.....	3,941	319	122	235	593	786	769	409	708	3,950
Quebec.....	197,076	30,396	15,102	22,936	35,904	32,517	34,307	11,881	14,033	189,777
Male.....	167,204	25,843	13,169	20,414	31,510	27,822	30,194	10,005	8,247	160,634
Female.....	29,872	4,553	1,933	2,522	4,394	4,695	4,113	1,876	5,786	29,143
Ontario.....	151,367	23,220	9,693	15,066	25,237	29,391	24,852	10,435	13,473	127,757
Male.....	112,589	17,208	7,362	11,203	18,694	22,302	19,869	7,848	8,103	94,534
Female.....	38,778	6,012	2,331	3,863	6,543	7,089	4,983	2,587	5,370	33,223
Manitoba.....	24,023	2,825	967	1,853	3,517	5,101	4,669	2,732	2,359	24,375
Male.....	18,286	2,156	731	1,442	2,573	3,749	3,900	2,269	1,466	18,095
Female.....	5,737	669	236	411	944	1,352	769	463	893	6,280
Saskatchewan.....	17,036	1,407	791	1,112	2,434	3,918	4,017	2,079	1,278	18,137
Male.....	14,212	1,205	679	926	1,977	3,159	3,599	1,843	824	14,845
Female.....	2,824	202	112	186	457	759	418	236	454	3,292
Alberta.....	26,420	4,303	1,855	2,468	4,296	4,708	4,931	2,183	1,676	25,105
Male.....	22,859	3,807	1,606	2,174	3,697	3,977	4,541	1,911	1,146	20,803
Female.....	3,561	496	249	294	599	731	390	272	530	4,302
British Columbia.....	51,035	7,032	2,586	4,226	7,487	9,559	9,303	5,044	5,798	43,011
Male.....	39,741	5,748	2,043	3,425	5,722	7,366	7,871	3,777	3,789	31,618
Female.....	11,294	1,284	543	801	1,765	2,193	1,432	1,267	2,009	11,493

**TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
MARCH, 1957**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending At End of Month			
	Total*	Initial†	Renewal	Total Disposed of‡	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,297	4,983	1,314	6,633	3,791	2,842	2,469
Prince Edward Island.....	861	752	109	837	395	442	316
Nova Scotia.....	8,861	5,953	2,908	8,663	5,994	2,669	2,555
New Brunswick.....	10,723	8,670	2,053	10,405	5,954	4,451	3,201
Quebec.....	72,117	55,363	16,754	70,825	46,915	23,910	26,887
Ontario.....	54,713	39,276	15,437	56,053	39,471	16,582	13,523
Manitoba.....	6,973	5,440	1,533	6,981	4,322	2,659	1,320
Saskatchewan.....	4,373	3,526	847	4,332	2,415	1,917	1,171
Alberta.....	10,168	7,288	2,880	9,767	6,854	2,913	3,540
British Columbia.....	17,279	12,018	5,261	17,591	11,532	6,059	4,842
Total, Canada, March 1957.....	192,365	143,269	49,096	192,087	127,643	64,444	59,824
Total, Canada, February 1957.....	190,714	144,020	46,694	238,490	159,285	79,205	59,546
Total, Canada, March 1956.....	170,687	121,708	48,979	176,734	114,060	62,674	55,408

\* In addition, revised claims received numbered 34,731.

† This total includes initial claims considered for seasonal benefit.

‡ In addition, 35,083 revised claims were disposed of. Of these, 3,141 were special requests not granted and 1,611 were appeals by claimants. There were 5,068 revised claims pending at the end of the month.

**TABLE E-4.—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Beginning of Month of:	Total	Employed	Claimants*
1956—February.....	3,613,000	3,136,100	476,900†
March.....	3,666,000	3,155,000	511,000†
April.....	3,675,000	3,163,900	511,100†
May.....	3,502,000	3,209,900	292,100
June.....	3,519,000	3,330,100	188,900
July.....	3,601,000	3,465,000	136,000
August.....	3,644,000	3,505,500	138,500
September.....	3,651,000	3,518,700	132,300
October.....	3,647,000	3,518,600	128,400
November.....	3,663,000	3,523,600	189,400
December.....	3,728,000	3,512,600	215,400†
1957—January.....	3,802,000	3,403,800	398,200†
February.....	3,866,000	3,320,000	546,000†

\* Claimants having an unemployment register in the live file last working day of preceding month.

† Includes seasonal benefit claimants.

## F—Prices

**TABLE F-1.—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Service
1951—Year.....	113.7	117.0	114.4	109.8	113.1	111.5
1952—Year.....	116.5	116.8	102.2	111.8	116.2	116.0
1953—Year.....	115.5	112.6	123.6	110.1	117.0	115.8
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1956—April.....	116.6	109.7	131.9	108.7	116.6	120.1
May.....	116.6	109.3	132.1	108.8	116.5	120.5
June.....	117.8	112.5	132.6	108.6	116.7	120.6
July.....	118.5	114.4	132.7	108.6	116.7	121.1
August.....	119.1	115.9	133.0	108.4	116.8	121.3
September.....	119.0	115.5	133.1	108.4	117.1	121.4
October.....	119.8	117.4	133.3	108.5	117.7	121.6
November.....	120.3	117.9	133.4	108.4	118.1	122.8
December.....	120.4	117.5	133.5	108.6	118.6	122.9
1957—January.....	120.3	117.1	133.6	107.6	119.0	123.1
February.....	120.5	117.2	133.8	107.4	119.1	123.8
March.....	120.5	116.4	134.0	108.2	119.5	124.2
April.....	120.9	116.7	134.0	108.5	119.4	125.1
May.....	121.1	116.7	134.2	108.5	119.2	126.3

**TABLE F-2.—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1957**

SOURCE: Dominion Bureau of Statistics

(1949 = 100)

—	April 56	Total March 57	April 57	Food	Shelter	Clothing	Household Operation	Other Commodities and Services
(1) St. John's, Nfld.....	105.9	108.8	108.7	105.8	110.4	101.6	108.4	116.0
Halifax.....	114.8	118.7	119.4	112.5	128.1	114.0	125.3	123.4
Saint John.....	117.6	122.1	122.1	115.6	131.7	117.3	121.0	130.2
Montreal.....	116.7	120.3	120.5	118.8	138.7	104.7	115.4	124.5
Ottawa.....	117.7	121.6	122.4	116.0	141.2	111.9	118.2	128.4
Toronto.....	118.7	123.5	124.2	116.3	149.8	112.2	120.1	127.0
Winnipeg.....	116.5	118.4	119.2	114.6	128.9	112.0	116.5	124.6
Saskatoon—Regina.....	114.9	117.8	117.9	113.9	118.9	117.9	120.2	119.8
Edmonton—Calgary.....	114.6	117.4	117.7	113.0	121.2	116.5	119.1	122.5
Vancouver.....	118.6	122.4	122.2	118.0	130.3	113.9	128.7	124.4

N. B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's Index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS, JANUARY-APRIL 1956, 1957†**

Date	Number of Strikes and Lockouts		Approximate Number of Workers		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Days	Per Cent of Estimated Working Time
1957*						
January.....	24†	24	7,477†	7,477	52,680	0.06
February.....	17	27	5,797	8,080	49,130	0.05
March.....	32	45	6,585	9,912	71,430	0.08
April.....	15	31	6,158	8,022	51,820	0.06
Cumulative Totals.....	88		26,017		225,060	0.06
1956						
January.....	14†	14	17,341†	17,341	338,355	0.36
February.....	12	23	3,884	20,150	234,945	0.25
March.....	12	23	2,308	3,172	16,955	0.02
April.....	15	22	2,535	2,877	10,350	0.01
Cumulative Totals.....	53		26,068		600,605	0.16

\* Preliminary figures.

† Strikes unconcluded at the end of the previous year are included in these totals.

‡ The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees for a short period of time is frequently not received until some time after its commencement.

# STRIKES AND LOCKOUTS APRIL 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began(1)	Date Ended	Approximate Time Lost Man-Days		Major Issue (s)	Major Term(s) of Settlement
					April	To Date		
In Progress Prior to April 1957								
MINING— <i>Other</i> — Gaspé Copper Mines Murdochville, Que.	United Steel Workers of America, No. 4881, AFL-CIO/CLC.	(2) 714	Mar. 10	.....	17,850	37,200	Recognition of union as bargaining agent.	.....
MANUFACTURING— <i>Clothing</i> Dominion Glove Co., Ltd., Beebe, Que.	National Federation of Clothing Workers, CIO/CLC.	(2) 121	Jan. 30	April 15	1,210	6,410	Wages and working conditions.	Increased statutory holidays and revision in overtime basis and seniority.
Wood— Imperial Lumber Co., Ltd., Jasper Place, Alta.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 514, AFL-CIO/CLC.	8	Sept. 8 1956	.....	175	1,670	Wages, holidays and union security in bargaining first agreement, conciliation procedures completed.	.....
Simmons Ltd., Vancouver, B.C.	Retail, Wholesale and Department Store Union No. 535, AFL-CIO/CLC.	60	Mar. 27	.....	1,260	1,455	Wages and hours, conciliation completed.	.....
Paper— John Dickinson and Co. (Canada), Hamilton, Ont.	International Printing Pressmen and Assistants Union of North America, No. 540, AFL-CIO/CLC.	76	Mar. 25	April 5	305	595	Dispute re work assignments.	Work resumed, further negotiations.
Printing and Publishing— Le Nouvelliste Inc., Trois-Rivières, Que.	International Typographical Union, No. 856, AFL-CIO/CLC.	31	Feb. 23	.....	775	1,635	Dispute over printing methods clause in contract.	.....
Photogravure Ideale Inc., Montreal, Que.	International Photo-Engravers Union of North America, No. 9, AFL-CIO/CLC.	8	Mar. 18	.....	165	255	Failure to implement award of arbitration board.	.....
Non-Metallic Minerals— Consumers Glass Co., Ltd., Toronto, Ont.	United Glass and Ceramic Workers of North America, No. 200, AFL-CIO/CLC.	291	Mar. 9	April 9	2,035	4,365	Wages and welfare benefits and statutory holidays.	Increased wages and improved working conditions.

Milton Brick Co., Milton, Ont.	United Mine Workers of America, No. 804, I.N.D.	(4) 58	Mar. 22	.....	1,450	2,000	Wages, hours, union security and statutory holidays.	.....
<i>Chemical Products—</i> Saskatchewan Minerals (So- dium and Sulphate Div.), Chaplin and Bishoprie, Sask.	Oil, Chemical and Atomic Workers' International Union, No. 16-678, 16-679, AFL-CIO/CLC.	77	Mar. 15	April 2	75	880	Wages, overtime and holidays.	Increased wages and im- proved vacations.
TRANSPORTATION— <i>Urban and Suburban—</i> Oshawa & Fries Ltd., Shawinigan Falls, Que.	National Syndicate of Bus Drivers of Shawinigan Falls, CCCL.	70	Mar. 1	.....	2,030	5,285	Union recognition.	.....
TRADE— Metropolitan Stores Ltd., Sudbury, Ont.	International Union of Mine, Mill and Smelter Workers, No. 902, I.N.D.	28	Sept. 22 1956	.....	700	5,800	Wages, conciliation procedures completed.	.....
Grand Pre Fruit Company, Grand Pre, N.S.	Kentville General Workers Union, No. 301, CLC.	6	Feb. 18	.....	150	365	Dispute over reduction in staff, union alleged lockout.	.....
*Irving Oil Ltd., St. John's, Nfld.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, AFL-CIO/ CLC.	13	Feb. 25	Mar. 31	.....	455	Wages and overtime rates.	Workers replaced.
Honey Dew Shop, Windsor, Ont.	Retail Wholesale and Depart- ment Store Union, No. 499, AFL-CIO/CLC.	12	Mar. 22	.....	300	395	Wages and hours.	.....
Shelly Bros. Ltd., Saskatoon, Sask.	Retail Wholesale and Depart- ment Store Union, No. 635, AFL-CIO/CLC.	100	Mar. 28	.....	2,100	2,300	Wages and working conditions in negotiating first agreement and union activity during office hours.	.....
Purity Dairies Ltd., Windsor, Ont.	International Union of United Brewery, Flour, Cereal and Soft, Drink and Distillery Workers of America, No. 800, AFL-CIO/CLC.	204	Mar. 30	April 8	1,225	1,130	Dispute over union jurisdiction for truck drivers.	Return of workers and referral to arbitration.

# STRIKES AND LOCKOUTS APRIL 1957

(Preliminary, subject to revision)

Employer(s)	Union(s)	Approximate Number of Workers	Date Began <sup>(1)</sup>	Date Ended	Approximate Time Loss Man-Days		Major Issue (s)	Major Term(s) of Settlement
					April	To Date		
Commencing in April 1957								
Logging— Passmore Lumber Co. Ltd., Passmore, B.C.	International Woodworkers of America, No. 1-405, AFL-CIO/CLC.	27	April 1	April 29	540	540	Wages.	Increased wages.
Sooke Lake Lumber Ltd., Esquimalt, B.C.	International Woodworkers of America, No. 1-118, AFL-CIO/CLC.	200 <sup>(2)</sup>	April 2	April 21	3,200	3,200	Dispute over work assignment.	Adjustment of work assignment.
Canadian Forest Products Ltd., Englewood, B.C.	International Woodworkers of America, No. 1-71, AFL-CIO/CLC.	130	April 8	April 18	1,170	1,170	First aid facilities.	First aid facilities ruled in order by compensation board.
Mining— Coal— Greenwood Coal Co. Ltd., Greenwood, N.S.	Greenwood Mine Workers Union, IND.	45	April 29	April 29	60	60	Wages and other benefits.	Settlement by negotiations.
Manufacturing— Food Products— Union Packing Co. (Div. of Swift Canadian), Nose Creek, Alta.	United Packinghouse Workers of America, No. 422, AFL-CIO/CLC.	255	April 3	April 12	1,785	1,785	Distribution of working hours.	Referral to arbitration.
Textile Products— Dominion Fabrics Limited, Dunnville, Ont.	Textile Workers of America, No. 755, AFL-CIO/CLC.	<sup>(3)</sup> 15	April 2	April 6	60	60	Work assignment.	Negotiations of work assignment.
Irving Nadler Co. Ltd., Montreal, Que.	International Ladies Garment Workers of America, AFL-CIO/CLC.	2	April 9	April 30	30	30	Union recognition.	Resumption of work.
Wood Products— Various Wood Products Firms, Montmagny, Que.	Syndicat des Employés de L'Industrie du Bois De Montmagny, CCCL.	125	April 30	.....	60	60	Wages and working conditions.	Resumption of operations, further negotiations.
Paper Products— Canada Roof Products Ltd., Vancouver, B.C.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 842, AFL-CIO/CLC.	48	April 25	.....	145	145	Wages, conciliation procedures completed.	.....

<i>Transportation Equipment—</i> Avro Aircraft Ltd., Toronto, Ont.	International Association of Machinists, No. 717, AFL- CIO/CLC.	4,869	April 16	April 17	7,300	7,300	Dismissal of union steward.	Resumption of oper- ations and further ne- gotiations.
<i>CONSTRUCTION—</i> Various Building Contractors, Kitchener, Ont.	Various Building Trades Unions, AFL-CIO/CLC.	26	April 3	April 24	390	390	Employment of non-union labour.	Resumption of opera- tions.
<i>TRANSPORTATION—</i> Husband Transport Ltd., London, Ont.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, No. 880, AFL- CIO/CLC.	100	April 1	April 3	150	150	Dismissal of 2 workers.	Return of workers and referral to grievance committee.
<i>TRADE—</i> C. H. Smith Co. Ltd., Windsor, Ont.	Retail Wholesale and Depart- ment Store Union, No. 1002, AFL-CIO/CLC.	160	April 4	.....	3,520	3,520	Wages, conciliation procedures completed.	.....
<i>SERVICE—</i> Various Private Clubs, Vancouver, B.C.	Hotel and Restaurant Em- ployees and Bartenders In- ternational Union, No. 740, AFL-CIO/CLC.	135(?)	April 1	April 17	1,500	1,500	Differences re wages and welfare plan.	A. 9% retroactive wage increase with further five cents in 1958. Welfare plan to remain the same.
Various Hotels, Prince Rupert, B.C.	Hotel and Restaurant Em- ployees and Bartenders In- ternational Union, No. 636, AFL-CIO/CLC.	21(?)	April 20	April 26	105	105	Wages and fringe benefits, con- ciliation procedures completed.	Wages and fringe benefits increased.

(1) In this table the date of commencement is that on which time loss first occurred, and the date of conclusion is the last day on which time was lost to an appreciable extent.

(2) 7 indirectly affected; (3) 7 indirectly affected; (4) 20 indirectly affected; (5) 40 indirectly affected; (6) 90 indirectly affected; (7) 2 indirectly affected; (8) 11 indirectly affected.

\* Later information indicates workers replaced.

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